Members (2020-2021): Glenda Byars (Elected Adjunct Faculty Member), Jacob Craig (Elected Faculty Member and Chair, English)

Guiding Principles, Initiatives, and Progress

From its first meeting, the 2020-2021 Adjunct Oversight Committee (AOC) was focused on following up on two actionable items that were articulated in 2019-2020.

We did not meet that goal. Our efficacy as a committee can surely be attributed to the constraints of our limited membership. And those constraints were most certainly exacerbated by the COVID-19 pandemic.

Despite all of the challenges posed by the pandemic, the committee was not made aware of any pertinent issues affecting Adjunct Faculty in 2020-2021.

Online Information Portal—A One-Stop

The 2019-2020 AOC drafted an online information portal that aggregates links to critical resources and information for CofC adjunct faculty.

That draft was edited and resubmitted in 2020-2021. It has not yet gone live.

About the one-stop portal

Currently, policies and procedures regarding adjunct appointments, benefits, pay scales, service and professional development opportunities are spread across multiple pages and subdomains in the College’s web architecture. Finding information important to their employment, development, and welfare can be difficult and time-consuming for adjunct faculty in particular.

This proposed webpage, to be housed under the Academic Affairs subdomain <http://academicaffairs.cofc.edu>, will include information about onboarding, parking discounts, annual evaluations, and pay. Including this information will help promote more favorable, transparent, and collegial working conditions for adjunct faculty. Information about professionalization opportunities—teaching awards, professional development funding, participation in governance—will be included to promote a culture of professionalism among adjunct faculty and to recognize adjuncts’ professionalism among full-time, roster faculty.

Information Dashboard

The 2020-2021 committee tried to follow up about the creation of the dashboard detailed below. That query was not answered.

About the information dashboard

The second initiative is the creation of a dashboard that contains essential data about CofC’s adjunct usage. Ideally, the site would report five years’ worth of data about two things: (1.) adjunct usage by percentage of SCH for each school for each fall and spring semester and each academic year, and (2.) adjunct faculty headcount, not as a percentage, but simply the raw number. The AOC envisions that the information captured in this portal will be accessible to the College’s faculty, staff, and administrators.
At their core, both of these items reflect a commitment to supporting adjunct faculty through information sharing. All faculty should have easy access to the policies and procedures that govern their employment at the College of Charleston, not to mention information about more quotidian concerns like where to park or how to use OAKS. Likewise, we believe that all faculty and staff should have access to current and reliable data about adjunct usage across campus, information that can inform decisions that affect adjunct faculty.

**Recommendations for Future Committees**

Two tasks will remain for the 2020-2021 AOC to complete. Both initiatives will require follow-up with Academic Affairs and Institutional Research to create the information portal and data dashboard.

During this process, the AOC must attend to user experience of both website and portal, and, once created, it should ensure that they remain up to date. Recognizing that both resources run the risk of becoming another forgotten corner of the cofc.edu domain, the AOC must work to circulate these two resources among their intended.

Additionally, any future Committees should work to be advocates for raises in adjunct pay and recognition of adjunct seniority whenever these two issues are considered for discussion within the structures of faculty governance.

**Link to Committee’s Work**

Resources and in-progress documents
<https://drive.google.com/drive/folders/1oMfgiXLZI0bgckaN9VCBJM6nbziNcEca?usp=sharing>