

MEMORANDUM

To: Metropolitan Campus Faculty

From: David Flory, Professor of Physics
Faculty Rights and Welfare Committee

Date: November 17, 2002

Subject: New Ranks for Adjunct Faculty Proposal

Background

In 1994 I made a proposal to the VPAA that we institute a formal policy of awarding academic rank to appropriately qualified adjunct faculty and professional staff. Last year the APRC approved a version of the proposal that the Metropolitan Campus Faculty have found to have problems. Below is a revision of my original proposal that I believe will solve many of the issues that have been raised. I am circulating this for comment and then we can vote it up or down and (if up) send it to the APRC.

Rationale

We have many superb, dedicated, and loyal adjunct faculty. Some of them have credentials, experience, and ability that equal those of our full-time faculty. Several of our programs depend on these adjuncts for certain specialized portions of their curricula. As we are all acutely aware, the economic realities of the University often prevent us from compensating these faculty in a manner that truly reflects their contributions. Many of them teach out of love and loyalty for us and our students. However, many feel we do not adequately recognize them and their contributions. Every time we lose one of this cadre we are diminished. One of the intangible things that we can offer to these individuals is recognition. In higher education one of the most valued forms of recognition is to award faculty rank. It is recognition that costs us nothing and we should examine granting that recognition.

In addition to our adjunct faculty we have many professional staff who bring great academic expertise to their positions. Some of them teach for us as adjunct faculty. Some of them work in areas where a faculty title would be appropriate although faculty rank would not. These professional staff share many of the same feelings that were attributed above to our adjunct faculty. It would again benefit the University to have a group of titles available that could be recommended without the implications that flow from the unqualified rank of *Professor*.

Proposed Policy on Adjunct Ranks

Adjunct faculty including our own professional staff may be recommended for the ranks of *Adjunct Assistant Professor*, *Adjunct Associate Professor*, or *Adjunct Professor*. The criteria for each rank would be the criteria for the analogous full-time rank in the *Faculty Handbook*. The award

of Adjunct rank would not carry any implication of faculty status and would not alter the employment classification of the recipient as professional staff or as a part-time, non-tenure-track employee hired to teach one or more specific courses. These faculty would be known as "ranked adjunct faculty."

The procedure for recommending the award of rank would follow the *Handbook* procedure with the following modifications: (1) The process would normally take place during the spring semester in order to avoid interfering with the regular fall status review cycle. (2) No recommendation would be forwarded to the next higher level unless it had the support of at least one of the two recommending parties at the lower level. (3) Failure to award rank or to promote would not be grievable. The Campus Provost would make the final and binding decision.

Ranked adjunct faculty would be listed in the University Bulletin with the title of Adjunct Assistant Professor, Adjunct Associate Professor, or Adjunct Professor of the appropriate discipline and they would be authorized to use their titles for external purposes as long as they retained an ongoing relation with the University. A lapse of a semester or two in teaching should not sever this relation. The University would have the right to rescind the title when the relationship terminated.

Comments and Options

Depending on the enrollment situation in individual departments, ranked adjuncts could be given priority for available courses. (Some long term predictability of work could aid in retention.) In certain circumstances it might even be appropriate to issue an annual appointment to teach a course sequence.

The University could establish a range of hourly rates for each rank. This would allow some hope of advancement for adjunct faculty. It would also lay the groundwork for rationalizing our part-time pay scale which is now totally without structure or logic.

The psychological lift of having faculty rank—the pride in being able to use the title of Adjunct Professor—would increase our ability to retain the best of our part-time faculty and would greatly benefit the University.

It would be critical to the integrity of the system that the same standards be used for awarding adjunct ranks as are used for regular faculty ranks. The same application procedure, documentation, and approval standard must apply.

It would also be appropriate to consider the long term value of the individual to the institution as a criteria to be considered. There is a *quid pro quo* in granting rank: we award rank and publish the fact, the recipient may use and enjoy the title and its attendant prestige. Both parties should anticipate that these benefits would generally continue for several years.

This proposal does not require revising the Faculty Handbook. The ranks proposed are not full-time ranks and the staff affected are not full-time faculty. As a result, the changes do not come under the jurisdiction of the Faculty Handbook.