Report from the Senate Committee on Part-time Faculty Issues

Cynthia Ritvo, Chair

The attached document was sent to the Provost by the Senate Ad Hoc Committee on Part-time Faculty Issues. It was sent in advance of a meeting with her on April 23 and represents a summary of the topics of greatest concern discussed by the Committee over the course of monthly meetings held during the Spring semester.

The Provost met for more than an hour with the Committee on the 4/23 to start to address the items on the list. The discussion, friendly but frank, covered a number of the listed topics and conveyed the overarching concern that the valuable contributions of part-time faculty to the well-being of the University and its students be acknowledged and supported. The part-time faculty wish to be treated by the University with greater professionalism.

In particular, the discussion this time covered issues of salary uniformity across the University, a pay scale based on quality of work, a consistent payment schedule, and pay for work beyond teaching. The Provost made the point that the part-time faculty would also have to be willing to be subject to an evaluation process, as full-time faculty are. She indicated that market forces made it unrealistic for pay rates to be uniform across colleges and that handling the adjunct budgets was the province of the individual Deans, not the Provost. She agreed to pursue the matter of payment scheduling, which is currently very different from person to person. (Some are being paid biweekly, while others are being paid only 3 times during the semester, with the first payment coming quite late.) The Committee also expressed a preference for having a single University administrator in charge of part-time faculty matters and touched upon the need for office space to be provided so that part-time faculty can have private conversations with students.

Although the topic was not on the list, the Committee expressed the desire of the part-timers to be invited to rent Commencement garb when the rest of us are so notified and to participate in Commencement.

The Provost has already begun to follow up on the topics raised at the meeting. She has spoken to Chuck Colarulli regarding the pay schedule. He will provide her with a detailed discussion of the options available, and then she will discuss with the Committee what can be changed. She also sent the Committee a detailed description of who in Administration is responsible for which aspect of dealings with Part-time Faculty:

Provost's Office for general oversight;
Individual units for recruitment, selection, and setting salary;
Deans for staying within their college's adjunct budget;
Chuck Colarulli for overseeing the contract process;
Diane Prosank for overseeing the rules and regulations guiding adjunct faculty;
HRD only if benefits are involved.

She will address any gap that emerge
Donna is looking into the matter of inviting part-time faculty to order Commencement garb and to participate. Her general reaction is favorable, since the Administration would like to have as many faculty as possible participate in Commencement.

The Part-time Committee plans to continue meeting in the Fall. The Provost plans to meet with us again. The Committee hopes to become a conduit to the Senate and to the Provost for the concerns of part-time and adjunct faculty, giving them some representation for the first time.