

MOTIONS AND RESOLUTIONS ON ADJUNCT WELFARE
Submitted to the UFC by the University Faculty Affairs Committee
November 8, 2017

Motion 1: Addition to *Handbook* Section 3.17

3.17.3 Timely notice of course cancellations and teaching reassignments Except in the case of summer courses, if it is deemed necessary to cancel a course due to under-enrollment, that decision and any course reassignment shall be communicated to the instructor no later than two weeks after the end of the regular preregistration period for the term in question. If a cancellation requires the University to reassign a course scheduled to be taught by an adjunct instructor, the adjunct instructor shall be informed by the same date. Except in extraordinary and clearly publicized circumstances, regular-term courses shall not be cancelled thereafter, nor shall adjuncts be at risk thereafter of having their courses reassigned to full-time faculty.

Rationale: This language provides both full-time and adjunct faculty with reasonable notice that a course is being cancelled, and provides faculty with sufficient notice of course assignments to allow adequate preparation. It also provides limited but real protection to adjuncts who have been assigned courses but not yet received contracts, by ensuring that they have some notice if an already scheduled course is going to be taken away and reassigned to a full-time faculty member.

Because enrollments are largely known by the end of preregistration, with enrollments for first-year courses predictable based on Admissions applications, it should be no hardship for the University to respect the economic dependence of adjuncts on promised teaching assignments and the need of all faculty for adequate time for course preparation.

Motion 2: Change to *Handbook* Language 5.7.5

All full-time faculty will be provided with an office, a computer, a mailbox, a parking sticker, access to photocopying and course supplies as needed for their classes, an email account and network access, telephone and voicemail services, and a UMW ID card (allowing access to the library and fitness center), upon commencement of their contracts. All adjunct faculty are provided with shared office space, ideally in arrangements of one office per teaching position (defined as five courses in a semester). ~~All adjunct faculty are provided with~~ at least shared access to a personal computer, one per office, access or shared access to a mailbox, a parking sticker, access to photocopying and course supplies as needed for their classes, an email account and network access, access or shared access to a telephone and voicemail services, and a UMW ID card (allowing access to the library and fitness center). Adjuncts who may be reasonably expected to be re-hired may keep their UMW ID card and email account up to one calendar year after they finish teaching a class. Access to offices, telephones, computers, and parking will only be given in semesters in which an adjunct teaches.

Rationale:

The list of resources provided to the full time faculty has been updated to reflect current practices. The resources given to adjuncts has been expanded to increase their ability to do their jobs and increase the quality of their teaching experience at UMW. These are low cost benefits that can be provided to adjuncts that will help them succeed in teaching their classes and allow them to feel a part of the UMW community. Allowing adjuncts to hold onto some of the resources after they finish teaching is a courteous and low-cost way to thank adjuncts for the important work that they do. It also can allow continuity when adjuncts may only teach once a year and enable students to reach adjuncts who are not currently teaching.

Resolution 1: Equitable treatment of adjuncts in hiring for full-time positions

Resolved: The University Faculty Council hereby requests the Provost's Office and the Office of Human Resources to educate search committees about equitable treatment for adjuncts who apply for full-time faculty positions.

Both age discrimination and employment bias can cause search committees to reject qualified adjunct applicants. We thus request that The Provost's Office and Human Resources direct all search committee chairs to familiarize their committee members with the following statement during training:

Equitable treatment of adjuncts in hiring for full-time positions

Age discrimination in hiring is illegal. Adjunct faculty members, like other candidates, must not be discriminated against on the basis of age.

A second form of discrimination that can impact adjunct applicants is employment bias. Like age bias, employment bias can be explicit or implicit. It involves negative beliefs about adjuncts as a group, such as the belief that candidates working as adjuncts are probably less qualified than recent graduates or full-time faculty. Employment bias can create unfair discrimination against adjunct applicants even in fields where jobs are rare and many degree-earners must take adjunct work. It can lead to rejections based on bias rather than on qualifications.

The following article provides helpful information about age discrimination and employment bias: Flaherty, Colleen. "No Country for Old Adjuncts." *Inside Higher Ed*, September 24, 2014.

<https://www.insidehighered.com/news/2014/09/24/recent-legal-cases-point-link-between-anti-adjunct-bias-and-age-bias>.

Rationale:

Illegal discrimination, explicit bias, and implicit bias all lead to poor search results. To ensure that well-qualified adjuncts are considered fairly for full-time positions, UMW needs to raise awareness about the equitable treatment of adjuncts in hiring for full-time positions. Such training can be accomplished with a few short paragraphs.

Resolution 2: Adjunct Faculty Raises

Resolved: Adjunct faculty should be offered raises whenever raises are offered to full time tenure track faculty.

Rationale:

Adjunct faculty are overworked and underpaid. When tenure track faculty are offered raises, it is the ethical thing to do to offer raises to those working among us with the fewest resources. Although we realize that money is a limited resource, we think it is important to find a way to increase the salary of adjunct faculty when tenure track faculty salary is increased. This resolution does not specify the amount of any given increase but simply registers the goal to increase adjunct faculty salary when tenure track salary is also increased.

Resolution 3: Adjunct Inclusion

In order to include adjuncts as fully as possible in the life of the University and to demonstrate to students that adjuncts are fully qualified instructors, the UFC calls on Chairs and Deans to make sure that long-term adjuncts are included in posted office address lists, web lists of faculty, faculty photo displays, and publication displays. It also calls on the University to include long-term adjunct faculty in *Meet the Faculty*, faculty experts, *Faculty Notes*, and Bookstore displays of faculty work.

Rationale:

Adjuncts deserve the same respect as full-time faculty. Many departments already make these gestures. In addition, these forms of inclusion will make it easier for students to locate their instructors and help the community see the professional work our adjuncts do.

Resolution 4: Service Recognition for Adjuncts

Adjuncts should be recognized for years of service, based on number of semesters taught, in the same ways full-time faculty are.

Rationale:

Adjuncts deserve the same respect as full-time faculty. The small tokens of recognition faculty receive for years of service are low-cost ways of acknowledging the value of long-term adjuncts and making them feel part of the UMW community.