

August 25, 2011

Faculty President's Charge to the ***Ad Hoc Committee on Adjunct Faculty Voice***

Pending consent of the faculty council, the ***Ad Hoc Committee on Adjunct Faculty Voice*** (herein The Committee) will be chaired by **Susan Harden** (Geography and Coordinator of Crossroads Charlotte). Committee members will include:

*Dr. Nellie Aspel (adjunct, Special Education and Child Development)*

*Dr. Charles Bodkin (Marketing)*

*Dr. William Gay (Philosophy)*

*Dr. T. Hampton Hopkins (adjunct, Educational Leadership)*

*Dr. Verda Jaroszewski (adjunct, English)*

*Dr. Malin Pereira (Chair, English)*

*Dr. Carol Swartz (clinical professor, Economics)*

*Dr. Judy Walker (Library)*

Unless specifically continued or amended by the 2012-13 faculty president, the committee's work and its responsibilities will cease on May 14, 2012.

The Committee will:

1. Determine an appropriate timetable for completing its work;
2. Develop procedures for the regular and timely conduct of duties and meetings, including mechanism(s) for recording input from required open hearings (see below);
3. Examine appropriate documents from the American Association of University Professors (AAUP) about adjunct faculty "voice" in faculty governance;
4. Identify and categorize essential, defining characteristics of successful models at universities that have incorporated adjunct faculty voice into the regular faculty governance system(s);
5. Prepare a document with Formal Recommendation(s) for the Faculty Executive Committee and Faculty Council; and
6. Prepare a summary report for Faculty Council of committee activities, recommendations, and outcomes to be submitted no later than the end of the Spring 2012 semester.

Pursuant to presenting its Formal Recommendation(s), The Committee will prepare a DRAFT report for UNC Charlotte that contains:

- A written proposal with precise recommended action(s) to achieve an appropriate faculty governance "voice" for adjunct faculty;
- A grid (matrix) of possible actions and recommended actions, with supporting and opposing arguments noted for each action; and

The DRAFT will be widely distributed (electronically) for review and discussion in at least three open hearings conducted by The Committee as follows:

- Members of the College of Liberal Arts and Sciences
- Joint meeting of members of the College of Education, College of Health and Human Services, and College of Business
- Joint meeting of members of the College of Arts and Architecture, College of Engineering, and College of Computing and Informatics

The Committee will note both support and objections given in the open hearings. To the extent possible, it will incorporate comments, concerns, and suggestions into the final recommendation from the Ad Hoc Committee on Adjunct Faculty Voice.

The Committee will develop a Formal Recommendation for presentation to the Faculty Executive Committee and the Faculty Council with specifics that include:

- A formal name(s) for the class of individuals herein referred to as adjunct faculty;
- The preferred governance mechanism (i.e., standing rules, standing committee, etc.);
- Proposed methods for insuring wide representation and adequate governance relationships (including communication with normal faculty governance bodies);
- Description of the mechanism(s) by which adjunct faculty voice will be incorporated into faculty governance at UNC Charlotte; and
- An appendix containing an annotated summary of how the final recommendation incorporates input from the public hearings.

Five Caveats:

1. Timing is almost everything. The DRAFT should be ready by December, 2011 in order to disseminate to faculty and schedule the three hearings in January.
2. The three open hearings are essential in getting any recommendations through the Faculty Executive Committee and the Faculty Council during the 2011-12 academic year.
3. The open hearings will demonstrate the importance of having a good, tight document that results in a winning formula for everyone (instead of 0 sum with full time faculty). Objections will delay progress of the recommendations through faculty governance system.
4. Recommendations will need to be submitted to the FEC no later than February 15 in order to have votes taken by FEC and Faculty Council before the end of the spring semester.
5. Note that "working conditions" are specifically NOT intended parts of the charge and are not to be incorporated into The Committee's work, except to the extent required for adoption of the recommendation(s).