

As the Faculty Executive Committee and Faculty Council consider the recommendation from the Ad Hoc Committee on Adjunct Faculty Voice, the following context may be helpful.

1. **In our research, few universities include part-time faculty in governance. UNC Chapel Hill and Appalachian State include part-time based on the following formula:**

UNC Chapel Hill

Voting. (a) Except as otherwise provided in this *Code*, the voting faculty comprises (i) all members of the General Faculty having tenured or probationary-term appointments, (ii) librarians who are members of the General Faculty, and (iii) fixed-term faculty whose positions satisfy the following criteria:

- 1) the position is for not less than 75% of an equivalent full-time position and is not a visiting appointment; and
- 2) the duties of the position include teaching, research, or both; and
- 3) the actual or anticipated length of service in the position is at least three years. This criterion is satisfied if (i) the current term of appointment is for three years or more, or (ii) the appointment is a renewal appointment to the same position and the combined length of the current term and the immediately preceding terms is three years or more.¹

Appalachian State University

ARTICLE I. Composition of the Faculty

The faculty shall consist of those persons employed by Appalachian State University who hold the rank of instructor, assistant professor, associate professor, professor, and lecturer; and also those persons appointed as emeriti faculty and adjunct faculty.

Section 1.

ARTICLE II. Meeting and Voting

The faculty shall meet at least once each term during the regular academic year.

Section 2.

All members of the faculty, excluding part-time faculty teaching less than six (6) hours per semester, emeriti faculty, and adjunct faculty, have the right to hold faculty offices and to vote in faculty meetings and faculty elections and in departmental and college committees on which they serve except as noted in Article II, Section 3.

Section 3.

Those eligible to serve on and participate in election of members to departmental personnel committees are full time faculty in the ranks of instructor, assistant professor, associate professor, and professor.²

¹ The Faculty Code of University Government, July 1, 2011, The University of North Carolina at Chapel Hill

² Appalachian State University, Faculty Handbook, Last Revised: August 2, 2011

2. Our research indicated numerous examples of recommendations from higher education organizations regarding the inclusion, generally, of part-time faculty in the governance process, including³:

“All college and university teachers, whether in full- or part-time positions, on or off tenure track, need to see themselves as members of one faculty working together to provide a quality education to all students” (Coalition on the Academic Workforce [CAW], 2010, p. 1).

All “faculty in higher education must have academic freedom protected by academic due process” (AAUP, 2006, p. 98).

Contingent faculty members often work in contractual situations that limit the protections afforded by academic freedom (AAUP, 2010).

Faculty governance is not as strong when contingent faculty members are not allowed to participate in university governance activities (AAUP, 2006).

Institutional stability in regards to the numbers and role of contingent faculty often manifest as “improved job security, protections for academic freedom, or provisions for inclusion... in academic citizenship and governance” (AAUP, 2010, p. 95).

Inclusion of part-time or adjunct (contingent) faculty in governance “advances the goal of strengthening mutual professional respect among all faculty members” (American Federation of Teachers [AFT], 2002, p. 10; National Council of Teachers of English [NCTE], 2010).

The collegiality of the university environment is impacted when contingent faculty are not afforded the same opportunities to “participate in faculty governance, professional development, and scholarly pursuits” alongside those on the tenure track (AAUP, 2006, p. 103; CAW, 2010).

Faculty voice in governance is a necessary component of ensuring academic quality. Eliminating contingent faculty from this role isolates a “significant portion of the academic community” (AFT, 2002; AAUP, 2006, p. 104).

Contingent faculty members should be invited and encouraged to participate in faculty governance opportunities such as faculty meetings and university committees (NCTE, 2010).

³ American Association of University Professors. (2006, October). Contingent appointments and the academic profession. In *AAUP Policy* (10th ed., pp. 98-114). Retrieved from <http://www.aaup.org/AAUP/pubsres/policydocs/contents/conting-stmt.htm>

American Association of University Professors. (2010). Tenure and teaching-intensive appointments. *Bulletin of the AAUP*, 96, 89-100. Retrieved from <http://www.aaup.org/AAUP/comm/rep/teachertenure.htm>

American Federation of Teachers. (2002). *Fairness and equity: Standards of good practice in the employment of part-time/adjunct faculty*. Retrieved from <http://www.aft.org/pdfs/highered/standardsptadjunct02.pdf>

Coalition on the Academic Workforce. (2010, February). *One faculty serving all students: An issue brief by the Coalition on the Academic Workforce*. Retrieved from http://www.academicworkforce.org/CAW_Issue_Brief_Feb_2010.pdf

National Council of Teachers of English. (2010, September). *Position statement on the status and working conditions of contingent faculty*. Retrieved from http://www.ncte.org/positions/statements/contingent_faculty

3. Our part-time employees are generally very satisfied with the circumstances of their employment.⁴ However, feedback from non-tenure track employees generated the following concerns:

- Lack of Feedback/Mentoring
- Exclusion/Marginalization
- Need for a Formalized Career Path
- Dysfunctional Cultures
- Lack of Involvement in Decision-Making
- Better Pay and Benefits
- Better Facilities and Support Services
- More Opportunities for Development and Recognition
- Ill-equipped Students
- Excessive Workload
- Burdensome Service Obligations
- Satisfaction (with job, department, college, or Univ)

⁴ Report of Non-Tenure-Track Faculty at UNC Charlotte, Presented to Provost Lorden, July 9, 2010, Prepared by Marla Boughton, MA.