UNC CHARLOTTE

Date: January 30, 2012

To: Michael Green, Faculty Council President

From: The Ad Hoc Committee on Adjunct Faculty Voice: Susan B. Harden (chair), Nellie Aspel, Charles Bodkin, Carol Swartz, Bill Gay, Hampton Hopkins, Malin Pereira, Verda Jaroszewski

Re: Proposal for Faculty Executive Committee

On September 29, 2011, The Faculty Council created and charged the Ad Hoc Committee on Adjunct Faculty Voice to study documents from AAUP, peer institutions, and UNC system institutions regarding the role of adjunct faculty in governance. On December 1, 2011, the Faculty Executive Committee was presented with and heard two recommendations from the Ad Hoc committee. The FEC endorsed the proposals of the committee without revision and approved the recommendations for consideration by the faculty through an open hearing process. Open hearings were conducted on January 25, 2012 and were attended by eight faculty representing a broad cross-section of colleges including Business, Health and Human Services, Liberal Arts and Sciences and the Library. Based on feedback from the hearings, the committee has revised its recommendations and is submitting the following proposal to the Faculty Executive Committee for consideration[1]:

Motion: To Create a Part-time Faculty Committee
The FEC moves that the Standing Rules of the Faculty Council be amended as follows:

Add to Article V, Section 6, the following:

   E. Part-Time Faculty Committee (PTFC)

      1. The function of the Part-Time Faculty Committee shall be to consult and advise university leadership on policies, processes and practices, as well as the enforcement of same, pertaining to the welfare of part-time faculty as it is related to the workplace environment that can affect recruiting, retention, professional development and morale of faculty. These

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[1] The committee decided that the use of the word "part-time" was more consistent with existing language and therefore has adopted this term instead of adjunct.

issues could include, but are not be limited to part-time faculty workload policies, employment status, working environment, support, continuity, productivity, and diversity.

2. The membership of the Part-Time Faculty Committee shall consist of:

    a. One part-time faculty member and one alternate chosen by each academic college and the Library except the College of Liberal Art and Sciences, which will choose three representatives and three alternates. The part-time faculty members for this committee will be determined by each college through a faculty election process.

    b. The Coordinator of Academic Policies, Procedures, and Faculty Governance serving in an ex-officio capacity with non-voting privileges.

3. The Part-Time Faculty Committee shall be accountable primarily and fully to the Faculty Council.

4. The term of membership shall be for two years with a maximum of two consecutive terms. To ensure continuity, terms of part-time members shall be staggered so that one-half of the part-time faculty members are elected each year. To begin this rotation a random drawing will determine which members will serve only one year.

5. The committee chairperson shall be elected by its members at the committee's last meeting each spring. All members of the committee are eligible to serve as chairperson except the ex-officio member.

6. Membership on this committee does not constitute employment at the University.

Further, to accommodate this addition, subsequent subsections under Section 6 should be re-lettered accordingly (E becomes F, and F becomes G).

Rationale:

Currently, part-time faculty are not represented in faculty governance. Article I of The Constitution of the Faculty defines "Faculty" as "full-time persons holding academic rank of lecturer or above, regardless of modifying adjectives".

A 2002 report presented to the Personnel and Tenure Committee of the UNC Board of Governors recommended that "each campus should include non-tenure track faculty as appropriate in decision-making processes at the department, college, and university level, particularly in decisions affecting their own responsibilities and employment conditions" (page 7, *Report and Recommendations Committee on Non-Tenure Track Faculty, Presented to the Personnel and Tenure Committee UNC Board of Governors, March 6, 2002*).

In the 2009-2010 academic year UNC Charlotte employed 1,310 faculty of which 323 (approximately 25%) were part-time non-tenure-track faculty (*Report of Non-Tenure-Track Faculty at UNC Charlotte presented to Provost Lorden on July 9, 2010* by Marla Boughton, MA, UNC Charlotte).

Resolution: To Request that Academic Affairs Prepare a Part-Time Faculty Handbook

Whereas, UNC Charlotte is a welcoming community, and part-time faculty are part of this community; and

Whereas, part-time faculty make valuable contributions to the teaching mission of the University but lack a university-wide faculty handbook; now therefore

Be it Resolved that, Faculty Council request that Academic Affairs prepare a Part-Time Faculty Handbook on the entitlements and rights, as well as responsibilities and lines of reporting of part-time faculty that will apply to each college. This handbook would act as a foundation and address university-wide issues. Each college is encouraged to develop a college level part-time faculty handbook or resources to address the unique policies and practices of each college; and

Be it Further Resolved that Faculty Council requests that Academic Affairs make this Part-Time Faculty Handbook available on the Academic Affairs website by Spring 2013.

Rationale:

The reason for this motion is to provide all part-time faculty members with a guide during the period they teach at UNC Charlotte. The guide will clearly articulate a process for part-time faculty to bring forward issues or concerns at the department level and some standards and expectations at the university level. Please see the attachments of Western Carolina's Part-Time Faculty Handbook and other UNC system Faculty Handbooks that include sections on part-time faculty.