

Faculty Senate Resolution 2 – UVU Part-time Faculty Compensation

Jonathan Westover, Anne Arendt, Maureen Andrade

Whereas 49% of Student Contact Hours (SCH) are from adjunct faculty for fall 2019ⁱ and 42.5% of all fall 2018 instructional credit hours were delivered by adjunct facultyⁱⁱ; and

Whereas the total number of part time adjunct or overload faculty in fall 2018 was 962ⁱⁱⁱ; and

Whereas a majority of adjunct faculty are not regular full-time employees of UVU who obtain institutional benefits; and

Whereas the current semester rate for three contact hours is \$3,065 and the average variable hourly rate for adjunct and overload instruction has a spread of \$37.17 to \$65.24 with a midpoint of \$65.24^{iv}; and

Whereas Faculty Senate has the responsibility to promote the general welfare of the faculty, adjuncts, and library personnel^v; and

Whereas the treatment of part-time faculty appointments is the barometer whereby the general status of the academic profession may be measured; and

Whereas the status of all faculty is undermined by the degree of exploitation the profession allows of all its members; and

Whereas failure to extend to all faculty reasonable professional commitments compromises quality and risks the stability of the profession and the integrity of our standing with the public;

Be it resolved that a fair and adequate compensation for part-time faculty necessitates additional compensation for all work requirements above and beyond those expressly agreed upon at the start of the semester-based part-time faculty appointment.

Specific Recommendations:

Recommendation 1: Part-time faculty holding contingent appointments should be compensated in a way that takes into consideration the full range of their appointment responsibilities, which should include service. Part-time faculty on contingent appointments should not be required, expected, or pressured to participate in activities that are not included as compensated responsibilities under the terms and conditions of their original appointments.

Recommendation 2: Where service is explicitly a component of the appointment, participation in service should be included as part of the evaluation of a part-time faculty member on a contingent appointment. If service in a governance role is not explicitly a component of the appointment, it may be recognized as an additional positive factor in the evaluation, but a lack of service should not be considered a negative factor in the evaluation.

See: <https://www.aaup.org/report/inclusion-governance-faculty-members-holding-contingent-appointments>

ⁱ https://tableau.uvu.edu/#/views/FacultyWorkloadDashboard_0/FacultySCHShare-UVUTrend?iid=1

ⁱⁱ https://www.uvu.edu/ir/docs/info_about_uvu/fact_books/2018_factbook.pdf

ⁱⁱⁱ https://www.uvu.edu/ir/docs/info_about_uvu/fact_books/2018_factbook.pdf

^{iv} https://www.uvu.edu/hr/docs/compensation/2019_20_adjunct_faculty.pdf

^v <https://www.uvu.edu/facsenate/about/constitution.html>