

MEMORANDUM

Date: May 3, 2017

To: Dr. Mohamed Abdelrahman, VPAA

From: Committee on Adjunct Faculty Support, Wesley Duke (Chair)

Re: Recommendations for Changes

Arkansas Tech University's 2016 Strategic Plan specifically states a goal of "oneness where the relations, actions, and connections of the university's human core develop, cohere, and flourish." Adjunct faculty are an important part of that human core. In addition, adjunct faculty are often professionals from the local community, and thus play a central role in the strategic plan's goal of connecting Tech to the larger community. In order to better support adjunct faculty working at Arkansas Tech University and in support of the strategic plan of the university, the committee therefore proposes that the following changes be implemented by the university:

Compensation:

Taking into consideration adjunct compensation at other, comparable institutions (see below), we do advocate for a per semester credit hour increase in salary for adjuncts. This is in line with the strategic plan's goal to "work toward fair compensation" for faculty as noted in Goal 1, Action Item 2. Additionally, the Adjunct Support Committee does not currently recommend any variation in pay based on education, experience, department, or teaching platform.

Comparable institutions pay rate:

- UCA: \$2652 (ALL)
- UALR: \$2000 (Masters Instructors) and \$2400 (Doctoral Instructors)
- ASU: \$2000 per course (ALL)

Tuition Wavers:

In order to enhance the ability of departments to hire, retain the highest quality faculty, and to further the goals of professional development and fair compensation the Adjunct Support Committee recommends that adjunct faculty qualify for tuition discounts. The committee recommends that any adjunct faculty member teaching a minimum of six semester credit hours be permitted, with the approval of their department head and the Vice President of Academic Affairs, to enroll at no cost in up to three undergraduate or graduate credit hours per semester.

The financial considerations for this benefit would be:

- 48% of adjunct faculty surveyed in 2015 expressed the desire to take one course per semester if offered as a benefit.
- 100 adjunct faculty members would qualify based on a 6-hour teaching requirement in the Spring of 2017. The maximum cost for all 48% to enroll in graduate level courses would be an estimated \$99,300 total.
- 38 adjunct faculty members would qualify based on a 9-hour teaching requirement in the Spring of 2017. The maximum cost for all 48% to enroll in graduate level courses would be an estimated \$37,734 total.

Communication:

To provide clarification and effectively communicate the benefits available to adjunct faculty, the Adjunct Support Committee recommends that all adjunct benefits be listed within a benefits section of the ATU Adjunct Faculty Handbook. Furthermore, we recommend that new modes of communication be established to allow adjunct faculty to gain access to relevant information. We propose that, in conjunction with MARCOMM, we create both an adjunct website where needed information could be aggregated and create an adjunct faculty section in future issues of the faculty newsletter.

Inclusion:

In keeping with the current goal of the University to encourage and build a culture and structure of shared governance, we request that adjunct faculty be included in the new structure of shared faculty governance by being given the opportunity to serve on committees and sub-committees.

Professional Development:

To improve student success, encourage faculty development, and help adjunct faculty become a more coherent part of the Tech community we support the current project to create an online adjunct faculty Academy course that would provide adjunct faculty with a common set of teaching principles and shared knowledge of the culture of Arkansas Tech University. The course will be created during the Spring 2017 semester, will be ready to implement starting in the 2017-2018 academic year, and will provide the incentive of a certificate upon completion.