



Date: 22 July 2016
To: Task Force on Adjunct Faculty
From: Marten denBoer
Re: Task Force on Adjunct Faculty Proposal (June 23, 2016)

On behalf of Father Holtschneider and myself, I thank you for your proposal. We recognize that this was a difficult task and the proposal reflects the Task Force's hard work and thoughtfulness. Adjunct Faculty make an important contribution to the education of DePaul students and this work is greatly appreciated. We are excited about partnering together to enhance and enrich the adjunct experience in the DePaul community.

We have reviewed your June 23 proposal and believe it draws a helpful roadmap forward. In the main, I think we have agreement in principle on the overall concepts that you propose. In working through the details and implementation, however, there may be some need for modification. I have outlined below our general responses to the Task Force's recommendations and proposals, and we anticipate that the dialogue will continue over the academic year.

1. Adjunct Faculty representation on Faculty Council.

In principle, we have no objection to this concept. One possible way to achieve this goal could be through the chair of the Workplace Environment Committee and/or members of the Faculty Council Committee on Contingent Faculty. As you note, however, the specific details and scope of representation would have to be determined through Faculty Council's usual procedures.

2. Faculty Council Committee on Contingent Faculty.

Regardless of whether Adjunct Faculty representatives join the full Faculty Council, we agree that Adjunct Faculty representation on the Committee on Contingent Faculty is another way in which the Adjunct Faculty voice can be heard on policy-related matters. We also agree that compensation for such service is important, as discussed further in item 6 below.

3. Adjunct Faculty Workplace Environment Committee.

We strongly support the formation of a Workplace Environment Committee. Indeed, it is a creative and responsive approach to voicing and resolving workplace concerns. We agree with the suggestion that issues relating to policy and governance matters should be referred to Faculty Council, but caution that this may be somewhat complex and challenging to parse out in practice, as there are some areas of natural overlap in the scope of the matters listed in the appendices to your June 23 proposal. With your recommendations as a guide, we will move forward with convening the first Workplace Environment Committee this fall.

We also agree that compensation for service on this committee is important, as discussed further in item 6 below.

4. Increased involvement of part-time faculty in department life.

We have no objection to the concepts outlined in this proposal. If the Faculty Council is willing to revisit the issue of Adjunct Faculty participation in governance at the home academic unit level, we would expect that any changes would be incorporated through the Faculty Handbook's annual amendment cycle.

5. Formalized and regular recognition of the contributions of Adjunct Faculty.

We support this proposal and have already increased our efforts in this area. Our initial focus has been on eligibility for teaching and grant awards and for pay raises. In May of this year, the Committee on Contingent Faculty and the Office of Academic Affairs co-hosted an appreciation reception for Adjunct Faculty. Contingent faculty, full and part time, have been featured in the Focus on Faculty feature in *Newsline*. As you know, we are also developing multi-course contracts for Adjunct Faculty. Going forward, we would be interested in working with the Workplace Environment Committee to evaluate whether implementing a rank system for Adjunct Faculty would be desirable and feasible.

We will continue to look for more opportunities to recognize the contributions of Adjunct Faculty and to include Adjunct Faculty in university-wide recognition events such as Convocation and Commencement. We welcome further input from Adjunct Faculty on this point.

6. Compensation of adjunct faculty for service beyond teaching.

We support this concept. Determining service expectations and setting compensation rates for non-teaching activity will require some study and thought, as well as consultation with the academic units and Adjunct Faculty. Our first priority will be determining compensation rates for those who serve on the Committee on Contingent Faculty and the Workplace Environment Committee.

We will have more detail on this for the start of Autumn Quarter. The proposal provides a good starting point for compensation for adjunct faculty service in general and this issue will be a high priority action item for the Office of Academic Affairs, with a goal of implementing a pilot compensation system for the 2017-18 academic year. Indeed, although the details have yet to be worked out, Academic Affairs will take this initiative into account during the upcoming SRAC budgeting process for 2017-18.