02/06/15 Minutes – Adjunct Faculty Committee Meeting

Attending:

<table>
<thead>
<tr>
<th>S. Armstead</th>
<th>Y. Eixmann</th>
<th>A. Marks</th>
<th>E. Russell</th>
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<tr>
<td>G. Betros</td>
<td>D. Eure</td>
<td>A. Meeks</td>
<td>K. Salzman</td>
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<td>S. Bishop</td>
<td>P. Gibson</td>
<td>A. Meyer</td>
<td>V. Sriraman</td>
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<td>L. Cogswell</td>
<td>E. Harrington</td>
<td>S. Mora</td>
<td>S. Stewart</td>
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<td>W. David</td>
<td>S. Holtz</td>
<td>D. Nolan</td>
<td>R. Wendel</td>
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<td>M. DiMauro-Jackson (guest)</td>
<td>B. Johnson</td>
<td>J. Oestrich</td>
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<td>S. Duffy</td>
<td>M. Lemke</td>
<td>S. Okere</td>
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Meeting called to order by V. Sriraman at 1:02 p.m.

1. **Student Orientation Committee** (J. Oestrich)
   - Faculty are invited to dinner at stadium when parents come, adjuncts also
   - Dates are on TRACS
   - No charge for dinner, which is on the first night of orientation
   - Jennifer Beck is contact person

2. **Perceptions and concerns from 1/30/15 adjunct dialogue with Provost**
   - Advising on policy, rather than mandating, will continue – no teeth
   - Chairs will be made aware of non-promoted adjuncts
   - Provost was concerned about treatment of a specific adjunct
     - Adjunct did not want to give her name for fear of reprisal
     - Provost asked for department name
     - Will this lead to certain chairs being called out by provost?
   - No change to adjunct membership in Faculty Senate or personnel committees
     - Circular reasoning & conflict of interest—Faculty Senate makes decisions about who can take part, but can’t get in without Faculty Senate representation
   - Felt heard—Provost took notes and learned of problems
   - Sense of willingness to adjust/improve PPS for merit considerations
     - Accounting department is allowing adjunct input on merit policy
   - Personnel committee conversation should happen on a chair-by-chair basis
     - Concern raised about adjuncts who don’t feel safe talking to their chair
     - Proposal for a permanent ombudsman for adjuncts
o Could adjuncts meet with personnel committees without making personnel decisions?

• Provost insisted that policies need to be changed in order for change to happen
• If adjuncts comprise >50% of faculty, where is the “shared governance”?
• Find the best progressive practices within the university and share them with chairs

3. Adjunct Representation on Faculty Senate

• Is there precedent?
  o Yes—A&M library has ex-officio representation
• There is a sense that adjuncts are not on the radar of the Senate
• It is time for us to start representing ourselves
  o “Faculty” Senate, not “Tenured Faculty” Senate
  o Leadership is key to creating a change in culture
  o Change the PPS to get on the Faculty Senate
• Steps to take:
  o Ask our Faculty Senate representatives to bring up adjunct faculty representation in the Faculty Senate
  o Bring idea up to other adjuncts
• What will this look like?
  o Equal amount of voting members?
    ▪ Would double the size of the Senate
  o One adjunct faculty rep?
    ▪ We should start high, not low
    ▪ Not representative of our 50% status
  o Equal opportunity to run for Senate
• Talking points (S. Okere will write up and post to TRACS for feedback)
  o WHAT?: Equal opportunity to run for Senate seats
  o WHY?: Shared faculty governance, faculty is faculty, 50% without a seat at the table
• V. Sriraman will bring up concerns & ideas to Faculty Senate February 18
  o Emphasized that we should not represent a fracture between faculty groups
  o Debra and Michelle do bring adjunct issues to the Senate

4. “Adjunct” Terminology

• Not always meant to be derogatory, just a product of evolution
• Terminology important in terms of termination
• Education of chairs is key to progress
  o Provost agreed to a meeting of chairs
• Those moving from Lecturer to Senior Lecturer are not “promoted,” but “converted”
• Problems with hiring more people at smaller percentage appointments
  o Less in benefits
  o More grad student instructors

5. **Updates from D. Feakes** (via V. Sriraman and A. Meyer)

• Cold water on career ladder and adjunct tenure
• Best practices is a better path
• Meeting with A. Meyer (detailed attachment on TRACS)
  o One best practice goal every two weeks, beginning 2/15/15
  o Small groups will review a specific PPS for each goal
    ▪ PPS 8.13 (complete)
      • A. Marks
    ▪ PPS 8.11
      • E. Harrington
      • M. Lemke
      • A. Meeks
    ▪ PPS 8.09
      • S. Okere
      • S. Armstead
    ▪ PPS 7.22
      • A. Marks
      • R. Wendel
      • A. Meyer
      • S. Stewart
    ▪ PPS 7.16
      • D. Nolan
      • B. Johnson
    ▪ PPS 7.14
      • P. Gibson
      • E. Russell
    ▪ PPS 7.10
      • S. Duffy
      • J. Oestrich
    ▪ PPS 7.05
      • S. Stewart
      • A. Meeks
      • D. Nolan
- S. Mora will compare salaries & policies with other universities and report back at the next meeting (03/06)
- A. Meyer will send out confirmation of above groups
- If you are not in a group, please review PPSs and do a general edit
- P. Gibson will activate the TRACS wiki for editing
- A. Marks presented new wording for PPS 8.13 (Adjunct Faculty Workload Release)
  - S. Mora moved to approve
  - S. Duffy seconded
  - Motion passed unanimously
- V. Sriraman: Changes in PPS for chair evaluations so that a faculty member could be an observer to a Department Chair evaluation, avoiding an atmosphere of cronyism

6. Parking

- Per-course faculty shouldn’t have to pay as much
  - This problem was fixed in the fall semester
- Tags not available for purchase without a contract, which some don’t have

7. Adjournment: 3:10 p.m.