Report from the Personnel Policies Committee (PPC) Meeting
October 31, 2018, 12:00pm in the Faculty Lounge
Preparation for the November 13 Shared Governance Forum

Members Participating: William Fridley (chair), Rhonda Richardson, Randy Clark, Kathy Boothe, Charles Matthews

I. Meeting was called to order at 12:05

Chair Fridley brought a list of questions to consider in preparation for the Shared Governance Forum (SGF) scheduled for November 13, topic chosen by the Faculty Senate (FS): *Improving Pay for Adjunct Faculty Members*. The PPC reviewed and discussed the questions, focusing on where this information could be found, and what information was worthy of further study for the SGF. While there were no formal motions, it was agreed this Report would be forwarded to the FS Executive Committee for their consideration.

II. Questions on adjunct and overload pay

A. What do adjuncts get paid?

It was noted that a form detailing adjunct pay is used by department chairs and that the current adjunct pay rate is "per semester credit hour taught," and is determined by degree held: $450 (Bachelor's), $550 (Master's), $700 (Doctorate), and a $3,500 per course-taught rate for select courses.

[The form was later identified: Temporary and Supplemental Salary Schedules—2016-2017, and is available on the Academic Affairs webpage. It was also noted, later, that these pay rates are also included in the Revised Interim and Summer School Policies (APPM 4.7.5)].

B. What is the link between adjunct pay and overload pay for regular full-time faculty?

The pay rates are the same. It was agreed that efforts to "unlink" *adjunct* and *overload* pay is not a priority at this time.

C. How many courses are taught by adjuncts per department? And, how many courses are taught by regular faculty as overloads?

It was agreed that Academic Affairs would be the place to start to get this information.

D. Are there instances where professors are teaching multiple overloads in a semester? Does overload pay and summer pay for 7-week accelerated courses (and for summer) need to be reviewed? What is the budget for adjunct and overload pay?

It was agreed that these questions were not sufficiently relevant to the SGF topic for further study at this time.

E. How many adjuncts are currently receiving health insurance?

The history of offering adjuncts who teach a ¾ course load per academic year was briefly discussed. It was agreed that this might be a pertinent "side-note" in efforts to transition qualified adjuncts into full-time positions.

F. Other questions or ideas?

It was agreed that much of this information (particularly budgetary) is familiar to the Administration. What might be more important is comparative data of adjunct pay at other RUSO institutions and institutions in Northern Texas. This should be an area of focused study to prepare for the SGF.

It was agreed that improving the pay for adjunct instructors is long overdue. Improving adjunct pay is essential to retain and attract quality adjunct instructors and is a matter of basic fairness. Improving adjunct pay in comparison to similarly situated institutions will also help to recruit and attract quality instructors. Maintaining the link between adjunct and regular faculty overload pay will also serve to improve the pay for those faculty who are increasingly teaching overloads.

III. Meeting adjourned at 12:55.

Respectfully submitted by William Fridley, Personnel Policies Committee (chair)