

## **Title of Issue (short descriptive title by which the issue may be referenced)**      Proposal for Creating Opportunities for Pay Raises for Adjunct Faculty

### **Description of Issue**

**Why We Need This:** Adjunct faculty are part-time faculty who contribute to the university and student success through their teaching. Two ranks of adjunct faculty are at particular risk for not being able to achieve increases in salary because promotion is almost unattainable given the current definitions of the starting ranks available to adjunct faculty: adjunct instructors and adjunct assistant professors.

Adjunct Instructors are defined now as those individuals who teach part-time and fit the criteria established for instructors in the department(s) to which they are attached. Appointment to the rank of instructor is based on evidence of promise in teaching. Instructors normally hold master's degrees in their areas of specialization. Adjunct instructors then are those individuals who teach for ODU part time, do not have a terminal degree, and have shown evidence of promise in teaching. Without a terminal degree, adjunct instructors cannot be promoted, no matter how well they do their job - teach - or how long they have been of service to the university.

Adjunct assistant professors are currently defined as persons engaged in part-time teaching or special services who meet the criteria established for Assistant professor in the department(s) to which they are attached. Assistant professors have a terminal degree and are required to perform research and service to be promoted. That is, adjunct assistant professors cannot be promoted to the rank of Adjunct associate professor, unless they meet the criteria for promotion to the rank of Associate professor. So no matter how long they do the job they were hired for at ODU - teaching - if they are not also doing research that allows them to develop a substantial or national reputation, they cannot be promoted in rank (see the Adjunct Faculty Handbook - Adjunct Faculty Handbook (odu.edu) see also the Teaching and Research Faculty Handbook - <https://www.odu.edu/human-resources/employees/handbooks/faculty/odu-teaching-research-faculty-handbook>).

Why is it important to change the criteria for promotion? These promotions in rank come with increased salary. So those individuals who do the jobs they were hired to do at ODU - teaching - cannot receive a promotion in rank and the accompanying increase in pay unless they earn a terminal degree. Many do not wish to earn one, are not building academic research careers, and are therefore unable to earn an increase in salary based on promotion no matter how long they are at ODU nor the quality of their service to the university. This practice creates barriers to retention and presents an equity issue when promotion in rank is not tied to the job (teaching) for which these faculty were hired

### **Rationale for Submission**

A way to address this issue is to expand the paths toward earning promotion in rank. Adding time in service as another way to reach promotion in rank would resolve the problem of lack of promotion possibility for many in the ranks of adjunct faculty.

Along with reducing barriers to retention and equity issues, this change would make movement through the ranks a possibility for adjuncts that is more in line with what happens for non-tenure track positions. Currently, Lecturers, have the opportunity to move through the ranks (and increase their salary by promotion to Senior and Master Lecturer based on time in service, performance and continued development. We do not argue for a complete alignment with that process for part time faculty, but the suggested move is in line with this existing university policy.

\*Red indicates suggested changes.

Current Proposed Solution Current minimum pay rate per credit hour

1. Adjunct instructor - This position is held by part-time faculty members who meet the criteria established for instructors in the department(s) to which they are attached. 1. Adjunct instructor - This position is held by part-time faculty members who meet the criteria established for instructors in the department(s) to which they are attached. \$1,336

2. Adjunct assistant professor - This position is awarded to persons engaged in part-time teaching or special services who meet the criteria established for assistant professor in the department(s) to which they are attached. 2. Adjunct Assistant professor - This position is

awarded to persons engaged in part-time teaching or special services who, at their initial appointment or thereafter, meet the criteria established for assistant professor lecturers in the department(s) to which they are attached.

It is also a position awarded to persons who have 12 semesters of successful instruction at ODU in the position of Adjunct instructor. \$1,404

3. Adjunct associate professor - This position is awarded to persons engaged in part-time teaching or special services who meet the criteria established

for associate professor in the department(s) to which they are attached. 3. Adjunct Associate professor - This position is awarded to persons engaged in part-time teaching or special services who, at their initial appointment or thereafter, meet the criteria established for associate professors in the department(s) to which they are attached.

It is also a position awarded to persons who have a minimum of 12 semesters of successful instruction at ODU in the position of Adjunct Assistant professor. \$1,468

4. Adjunct professor - This position is awarded to persons engaged in part-time teaching or special services who meet the criteria established

for professor in the department(s) to which they are attached. 3. Adjunct professor - This position is awarded to persons engaged in part-time teaching or special services who, at their initial appointment or thereafter, meet the criteria established

for professors in the department(s) to which they are attached.

It is also a position awarded to persons who have a minimum of 12 semesters of successful instruction at ODU in the position of Adjunct Associate professor. \$1,536

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