

PIV Committee Recommendations for Adjunct-only Programs

Recently, Academic Senate has been conducting a review of several adjunct-only programs. During this review, we found many inconsistencies in how these programs manage and complete non-instructional duties, and how these programs are supported and compensated for this work.

Academic Senate would like to make some general recommendations to the college related to all adjunct-only programs across the campus:

1. Standardize and document the non-instructional work that instructors need to do in adjunct-only programs.
2. Create clear, college-wide guidelines for compensation for training and non-instructional work performed by adjunct faculty.
3. Provide targeted training, support, and mentorship for adjunct faculty in completing non-instructional tasks, such as curriculum updates, program reviews, faculty and student recruitment, and community/industry partnership outreach. Support could come from the Dean, staff members, and/or full-time faculty in other departments.
4. Consider hiring a staff member tasked with supporting adjuncts in completing the administrative responsibilities of these programs.
5. Improve communication between the Division office and adjunct faculty (especially in adjunct-only programs).