

December 7, 2015

Article 19 Salary and Benefits

V. Adjunct Faculty

A. Terms of Appointment and Compensation

~~The University shall determine minimum enrollment requirements and inform the AAUP.~~

For Adjunct Faculty, minimum remuneration shall be at the following rates:

~~Effective August 3, 2007 ————— \$1349 per credit~~

~~Effective August 1, 2008 ————— \$1385 per credit~~

~~Effective August 14, 2009 ————— \$1423 per credit~~

~~Effective August 13, 2010 ————— \$1461 per credit~~

Effective July 1, 2016 ————— \$2000 per credit

Per credit rate shall be increased by 3% per year in the subsequent years of this contract.

For adjuncts with more than two academic years of continuous employment, the minimum remuneration shall exceed the amount above by the following percentage each year of the agreement: 1%.

~~Adjuncts who have been continuously employed by the University for ten (10) consecutive semesters shall be offered multiyear contracts, subject to adequate enrollment, satisfactory teaching evaluations, and the continuation of class offerings.~~

~~————— Multi-year contracts are defined as having a term of three academic years and remain in effect during semesters when the adjunct is unavailable due to documented medical reasons or other basis to which the adjunct and the department head and/or campus director agree.~~

~~————— Evaluation of adjunct teaching may include, among other elements, classroom observations. Replacements for reasons of teaching related qualifications may also be made based on a demonstrable need for better qualifications. In such circumstances the University will promptly notify the impacted adjunct of the decision.~~

~~Formalized non-teaching assignments for adjunct faculty, such as advising, curriculum development etc. shall be compensated based upon pro-rated load credits.~~

B. Terms of Appointment

The University shall determine minimum enrollment requirements and inform the AAUP.

Adjuncts who have been continuously employed by the University for ten (10) (consecutive semesters shall be offered multiyear contracts, subject to adequate enrollment, satisfactory teaching performance, and the continuation of class offerings. For the purposes of this paragraph, an adjunct faculty member shall not be deemed to have a break in service if: no course is available, the adjunct faculty member's assigned course is assigned to a full-time faculty member; and/or due to documented health reasons, the adjunct faculty member is unable to teach for a period of up to one (1) semester. Commencing the first multi-year contract, all subsequent contracts shall be for at least three years.

Multi-year contracts are defined as having a term of three academic years and remain in effect during semesters when the adjunct is unavailable due to documented medical reasons or other basis to which the adjunct and the department head and/or campus director agree, including no course is available, and/or the adjunct faculty member's assigned course is assigned to a full-time faculty member

Adjunct faculty on multi-year appointments have first right of refusal as instructor of record for courses offered during the academic year, winter session, May term, and summer session over semester-appointed adjunct faculty.

Adjunct faculty on multi-year appointments have first right of refusal for lab sections associated with their credit courses offered during the academic year, winter session, May term and summer session over semester-appointed adjunct faculty, instructional specialists and/or their equivalent.

Adjunct faculty with semester appointments have first right of refusal for appointments to lab sections associated with their credit courses offered during the academic year, winter session, May term, and summer session over other semester-appointed adjunct faculty, instructional specialists and/or their equivalent.

Compensation for adjuncts appointed to lab sections associated with credited courses offered during the academic year, winter session, May term, and summer session will be at the AAUP negotiated rate and with previously agreed upon benefits.

~~Evaluation-Review~~ of adjunct teaching may include, among other elements, classroom observations. Replacements for reasons of teaching related qualifications may also be made based on a demonstrable need for better qualifications. In such circumstances the University ~~will promptly notify the impacted adjunct of the decision~~ shall notify the affected adjunct faculty member thirty (30) days prior to the first day of the course. Adjunct faculty with fewer than four semesters of employment shall have a departmentally determined form of peer review.

Formalized non-teaching assignments for adjunct faculty, such as advising, curriculum development etc. shall be compensated based upon pro-rated load credits

### C. Non-Appointment/Non-Reassignment: Adjunct Faculty on Multi-year Contracts

Adjunct faculty members with a multi-year appointment shall be entitled to meet with their respective Department Head and their AAUP representative and be provided with reasons for the non-reappointment or reassignment.

After meeting with the Department Head, upon request, any adjunct faculty member shall be entitled to discuss non-reappointment or non-assignment with the Dean and their AAUP representative. The Dean may overturn the non-reappointment or non-assignment.

Except as provided by Article 5, the procedures in this Article shall be the exclusive procedure for resolving adjunct faculty non-reappointments or non-reassignments.

Formalized non-teaching assignments for adjunct faculty, such as advising, curriculum development etc. shall be compensated based upon pro-rated load credits.

~~{Article 19.V.A was amended by the June 2, 2011 Memorandum of Agreement as set forth in the below paragraph. See, infra, at pg. 65.}~~

~~{All adjunct faculty will have salaries increased by the same general wage increase (exclusive of merit) in FY 14, FY 15, and FY 16 as the full time faculty. This is understood to be 3% in accordance with the 2011 SEBAC framework. There will be no increases for adjunct faculty in FY 12 and FY 13.}~~

#### D. Adjunct Benefits

For those adjuncts who elect group health insurance under the statutory self-pay provision, and who are contracted to teach at least one course each semester of the academic year, there will be an option to be paid over 26 pay periods.

Adjuncts shall be eligible to purchase parking permits and shall have faculty library privileges. Library and email privileges will be continued for two semesters following any appointment.

#### E. Office Space and Communication

The University shall provide office space designated for use by adjunct faculty members. Adjunct faculty members should work through their Department Head to make such office space arrangements to ensure office equipment and software are available for their use on campus.

Departments are encouraged to consider Adjunct Faculty as part of the faculty and provide them with relevant department information, announcements, and communications.

#### F. Information on Adjunct Faculty to the AAUP

The Administration shall provide a report to the AAUP, by the end of each semester, which details the percentage of courses taught by full time faculty as well as the workload report of all adjunct faculty.

The Administration shall inform adjuncts of the UConn postings of In-residence vacancies in their offer letter.

**Temporary Agreement**

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Date \_\_/\_\_/\_\_

**For UConn-AAUP**

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Date \_\_/\_\_/\_\_

**For UCONN Administration**