

JAMES MADISON UNIVERSITY FACULTY SENATE

SUPPORT FOR ADJUNCT AND PART-TIME FACULTY – A RESOLUTION

WHEREAS James Madison University employs over four hundred adjunct and other part-time faculty across the University, accounting for over twenty percent of total credit hour production and indicating a substantial reliance on those professional educators and scholars, without whom many classes could not be offered to our students, decreasing the quality of their education and increasing the burdens placed on full-time faculty; and

WHEREAS many adjunct faculty make significant contributions to the University community even beyond the classroom, advising students and performing other services; and

WHEREAS a substantial number of James Madison University's adjunct faculty have shown remarkable commitment to the University, serving for five, ten, even fifteen years or more; and

WHEREAS even long-serving adjunct faculty have generally seen no increases in their per-class compensation; and

WHEREAS James Madison University has over the past several years increased its institutional commitment to Madisonian ethical values via the Eight Key Questions initiative; therefore

BE IT RESOLVED that the James Madison University Faculty Senate thanks the administration for its commitment to exploring and addressing the situation faced by adjuncts in the form of the Adjunct Compensation Report recently completed by the Compensation Advisory Committee, as well as the upcoming provision of professional development funds managed through the Center for Faculty Innovation (Recommendation 6 from the CAC report). We further call on the University to proactively and with due speed act to implement additional recommendations from the CAC's report, most particularly Recommendations 1 ("Regularly review adjunct pay rates to ensure that JMU adjunct compensation compares favorably with market data and inflation."), 2 ("Consider the feasibility of administering a salary adjustment plan designed to recognize long-serving, high-performing adjuncts."), and 5 ("Explore the option of offering a health insurance plan to adjuncts who do not have access to one.").