



University Senate
Faculty and Personnel Affairs Committee (FPAC)

Response to Charge S-1707: Stipend or Course Release Payment for PTL Senators

A. Charge

S-1707	Stipend or Course Release Payment for PTL Senators: Consider the role of part-time lecturers (PTLs) in shared governance at Rutgers, investigating policies at other Big Ten institutions as well as the unique circumstances at Rutgers University. Make recommendations regarding adequate participation with appropriate incentives. Respond to Senate Executive Committee by February 20, 2018. [Issued June 2017]
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B. Background

The number of part-time lecturers (PTLs) ranges at Rutgers, The State University of New Jersey from 2000 to 3000 and they teach approximately 30% of all courses taught at Rutgers and contributing enormously to the Rutgers educational mission. Since PTL salaries comprise less than 1% of the total university budget, Rutgers already has a bargain in PTLs. The University Senate has recommended various measures to incorporate PTLs more fully into university life. Participation in service activities such as university governance is a successful step in the direction to include PTLs into university life.

Part-time lecturers have been represented in the Rutgers University Senate since 2002 with the number of Senators doubling in 2008 from three (one on each campus) to six (two on each campus.) PTL participation in the Senate has been productive with PTL Senators contributing positively to many discussions and reports.

Because PTLs are hired by the course and paid by the course their participation in any governance activity is strictly volunteer and without compensation. Service on the Senate, on Faculty Councils, or on any committees or task forces can be extremely time-consuming considering travel, preparation, and attendance.

There is an expectation that tenured, tenure-track and non-tenure track faculty participate in service activities at the university. Tenured, tenure-track and NTT faculty are expected to contribute to the effective operation of the University, including contributions to the department, school and university. One service expectation is to serve on the University

Senate, Faculty Councils and other governance committees at the Departmental level. PTLs have the opportunity to serve on the University Senate but as PTLs are hired for teaching on a course-by-course and semester-by-semester basis they are not compensated for the time they engage in service activities. Service activities for tenured, tenure-track, non-tenure track, aligned and non-aligned staff, and administrators are part of their compensated work time. PTLs are the one class of university employees involved in the education process that are not compensated for the time that they spend on university service activities.

The Faculty and Personnel Affairs Committee reviewed the situation, examined evidence of other university policies and recommendations of national academic organizations, and concluded that Rutgers should take a leadership role in how it engages its PTLs in service and the governance process. Rutgers University Senate already is a leader in inclusive governance by representing faculty, staff, students and alumni in one body. Rutgers one voice in governance provides an inclusive and representative body to advise the University President. Rutgers University Senate has also taken positions previously on PTL compensation, staff salary and promotions, salary freezes, and other personnel issues. The position of the University Senate over time has been to be a leader in supporting fair and equitable compensation for contributions to the University. This report and recommendations build on that tradition.

C. Discussion

Rutgers University Senate is a leader in the inclusiveness of all members of the university community in the governance process. Many universities do not include PTLs and other contingent faculty in their respective university governance bodies. When the committee examined what other Big Ten universities, we found that only a few Big Ten universities would state that they included PTLs on their university governance bodies. We found that one university Michigan State University appointed part-time faculty on a fractional basis and included service as part of their contract.

We found a series of examples of how universities such as, Michigan State University, and other universities included part-time lecturers in university service activities while compensating these part-time lecturers for their participation. We found that academic professional associations have recommended that all ranks of faculty participate in governance and most stipulate compensation should be provided to part-time lecturers. We have include a survey of institutions that provide compensation that indicates a variety of methods of compensation for part-timers including hourly pay, course release within fractional appointments, and credit toward merit pay.

1. Michigan State University (Big Ten)

Almost all part-time faculty are on fractional appointments and their appointments incorporate service work (equivalent to course release): This has been the case for about 13 years. Service and governance activities counts toward calculation of merit based pay.

<https://facultysenate.umich.edu/wp-content/uploads/sites/22/2015/02/Faculty-SenatePrinciples-and-Regent-bylaws-updated-.pdf>

<https://www.hr.msu.edu/contracts/documents/UNTFContract.pdf>

2. Front Range Community College (Colorado)

A "Professional rate" for hourly compensation is reportedly paid to part-time / adjunct faculty who participate in governance. [Report from colleague]

3. Emerson College (Massachusetts)

Emerson College provides in the contract with part-time lecturers (called affiliated faculty members) the possibility of service on university governance committees and specifies that wages should be agreed upon for such duties. The contract also requires representation of part-time lecturers at the department level and provides for compensation of these representatives. The following are excerpts from the 2015 contract with PTLs:

"5.2 The College and an affiliated faculty member [PTLs] may mutually agree that the faculty member will perform non-teaching duties and on the wages which the faculty member will receive for such duties. This may include, if both the College and a faculty member agree, service on a department, school or college-wide committee.

5.4 Adjunct Department Communication Liaisons

a. Each department shall have an adjunct Department Communication Liaison who shall be responsible for attending all department meetings and enhancing and facilitating stronger communications between the department and the affiliated faculty members in the department.

c. The Department Communication Liaison shall receive a stipend of \$300.00 per semester."

<http://www.emersonafec.com/EmersonAFEC-2015-Contract.pdf>

4. Example Compensation Chart from Michigan (Henry Ford College and Wayne State University both in Michigan)

Adjunct Governance Compensation Chart

- Division meeting \$ 50.00
- Faculty Org meeting \$ 50.00
- CPIT or Task Force \$1,000.00
- Continuing committee: ≥ 20 hrs. per semester \$500.00
- Committee > 10 hrs. and < 20 hrs. per semester \$250.00
- Committee > 5 hrs. and < 10 hrs. per semester \$150.00

- Committee < 5 hrs. per semester \$100.00
 - Senate, CC, or Operational Council: 47 contact hours at current lane & step 8
- Journal of Collective Bargaining in the Academy, Vol. 0, Iss. 12 [2017], Art. 74
<http://thekeep.eiu.edu/jcba/vol0/iss12/74>

List of professional organizations (National AAUP and disciplinary associations) that recommend part-time faculty participate in governance service with compensation:

1. American Association of University Professors: The Inclusion in Governance of Faculty Members Holding Contingent Appointments report: “Recommendation 7: Faculty holding contingent appointments should be compensated in a way that takes into consideration the full range of their appointment responsibilities, which should include service. Where such compensation does not exist, its absence should not be used to exclude faculty on contingent appointments from voluntarily serving in governance. Faculty on contingent appointments should not be required, expected, or pressured to participate in activities that are not included as compensated responsibilities under the terms and conditions of their appointments. The Association discourages compensation for service tasks that are not explicitly a component of an appointment.” <https://www.aaup.org/report/inclusion-governance-faculty-members-holding-contingent-appointments>

2. Organization of American Historians: Their “Standards for Part-time, Adjunct, and Contingent Faculty” recommends stipends for such work beyond the teaching and research responsibilities expected for the position. <http://www.oah.org/about/reports/reports-statements/standards-for-part-time-adjunct-and-contingent-faculty/>

3. Modern Language Association: One of the evaluative questions to guide professional employment practices is whether committee work, advising, and course development are compensated.
https://www.mla.org/content/download/3368/81826/clip_stmt_final_may11.pdf

4. American Academy of Religion: “contingent faculty compensation should increase proportionally as ancillary duties are added, just as institutions establish fair pay for full-time tenure track faculty” <https://www.aarweb.org/about/statement-on-contingent-faculty-practices>

5. American Musicological Society: recommends paid service work. <http://www.ams-net.org/administration/ContingentFaculty.php>

6. Conference on College Composition & Communication: recommends paid service work
<http://www.ncte.org/cccc/resources/positions/working-conditions-ntt>

7. Coalition on the Academic Workforce: recommends compensation for advising and service work. http://www.academicworkforce.org/CAW_Issue_Brief_Feb_2010.pdf

8. College Art Association: These guidelines for part-time professional employment recommend compensation for service. <http://www.collegeart.org/standards-and-guidelines/guidelines/part-time>

9. Journal of Collective Bargaining in the Academy: Presentation on Wayne State University and Henry Ford College on this issue.
<http://thekeep.eiu.edu/cgi/viewcontent.cgi?article=1726&context=jcba>

Part Time Lecturers (PTLs) are currently not compensated for their time that PTL University Senators participate in university governance since they are paid on a course-by-course basis rather than on a salaried basis. Because PTLs often complete a range of unpaid tasks, such as writing recommendation letters for students, advising, or serving on department committees, they may be reluctant to take on more unpaid service despite taking intense interest in the work of the Senate and Faculty Councils, which frequently affects their professional lives. Rutgers has been a leader as an inclusive institution interested in promoting social justice and has expressed in the past a clear policy regarding equitable pay and payment for work provided to the institution.

Rutgers can continue to define excellence in University governance by fairly and equitably compensating all faculty including PTLs for their dedication to improving Rutgers, The State University of New Jersey.

D. Resolution

Be it resolved:

That the University Senate recommends:

Rutgers University compensate Part Time Lecturers (PTLs) for participation in university service activities, including governance, within Rutgers University by either appointing PTLs on a fractional basis that includes time for participation in university service activities, paying PTLs a stipend for university governance activities based on an hourly rate, providing a course release rate, or through some other equitable method for participation in governance activities within Rutgers University.

2017-18 Faculty and Personnel Affairs Committee

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