

CALIFORNIA STATE POLYTECHNIC UNIVERSITY, POMONA

ACADEMIC SENATE

FACULTY AFFAIRS COMMITTEE

REPORT TO

THE ACADEMIC SENATE

FA-001-011

Policy on Adjunct Faculty

Faculty Affairs Committee

Date:

Executive Committee
Received and Forwarded

Date: 1/26/11

Academic Senate

Date: 3/9/11
First Reading
4/13/11
Second Reading

Referral

Policy on Adjunct Faculty

Background

Senate report AS-2352-910 adopted on 4/14/10 recommended the following: *“Delete section 301.241 “Adjunct Professors” of the University Manual. If appropriate, the section should be replaced by a new policy on appointment of visiting professors that is in compliance with the CBA.”* The Senate report was approved by President Ortiz.

There are a number of persons that are currently using the “Adjunct Professor” title in relationship with Cal Poly Pomona, others are seeking to use this title but we currently have no policy on criteria and on expectations and responsibilities for the individual as well as the Department and the University. A procedure for awarding this title is also needed.

The Adjunct Professor title is used at other universities usually to recognize a relationship between distinguished professionals and the university and it may or may not involve direct compensation by the institution. While a policy on Visiting Professors is also needed, part timers and visiting professors are not necessarily entitled to the Adjunct Professor title.

If the CBA does not allow CSU campuses to award the Adjunct title then no one should be able to use that title in relationship to a CSU. Consultation on this matter with other CSU campuses and with CFA is requested.

Resources

Martin Sancho-Madriz, Gary Hamilton, George Tejadilla, Lisa Alex, Long Beach, CSUN, Fullerton, UC Academic Manual, Chancellor’s office website

Discussion

There is no personnel classification or appointment title of adjunct faculty/Professor at Cal Poly Pomona or other CSU institutions. There is also no reference to adjunct faculty classification in the CSU collective bargaining agreement. Review and search of selected CSU institutions (Long Beach, CSUN, Fullerton) indicated that in many cases the title of adjunct faculty and lecturer (part time faculty) are used interchangeably. On some departments websites, the title of adjunct faculty was used for all faculty listed under a part time faculty heading. In a number of available online documents and resumes at these institutions, lecturers refer to themselves as adjunct faculty or adjunct professor.

The committee also conducted an online search of documents at the CSU chancellor's office web site. Some documents at this web site classify CSU faculty into two classes of tenure track and adjuncts. An example of such document is "Defining the Field: The CSU Faculty Development Center Survey 2006 Summary Report".

The University of California Academic Program Manual lists Adjunct Professor series as an appointment title and indicates that the title may be assigned to "individuals who contribute primarily to teaching and have a limited responsibility for research or other creative work; these individuals may be professional practitioners of appropriate distinction". The appointees to this title at the UC system may serve full time, part time, or at 0 percent time. The series include four titles of (1) Adjunct instructor, (2) Assistant Adjunct Professor, (3) Associate Adjunct Professor, and (4) Adjunct Professor. The UC Academic Program Manual does not list part-time faculty as an appointment title.

Recommendation

A specific policy on award of adjunct faculty/professor title will be unique to Cal Poly Pomona and will not distinguish the appointee within the CSU system and the academy. The Faculty Affairs Committee recommends that the title of Adjunct Faculty may be used to identify any faculty member or industry professional employed by the University who is engaged in research or teaching in an academic department, and are not in permanent employment of the university.