

## Recommendation for Change to Faculty Handbook Concerning Adjunct Instructor

### Background:

The following statement (3.3.2.4 Adjunct Faculty Employed by the University) currently defined the role of adjunct faculty up until March 29:

*In the University's quest to hire and retain excellent faculty, including dual-career couples, as well as to carve out new areas of academic expertise, and attract experts on extra mural grants and contracts, certain individuals may be hired in full time positions as adjunct faculty. These should be persons with the terminal degree in their field. They will likely function as faculty with significant research or extension/professional practice responsibilities, usually funded by external grants and contracts. Whenever possible, these individuals when employed by the department should be considered for tenure-eligible positions. Adjunct faculty are not tenure-eligible faculty and have term appointments as specified in Section 3.3.2.1. The title of adjunct instructor is reserved for persons with DVMs or the equivalent degree who are performing faculty work as part of a PhD or specialty training program.*

The new material, passed by the faculty senate on March 29, is in **bold—material added at the senate meeting on March 29 is also in italics**. The new material goes into the paragraph above following the last word in that paragraph

The title of adjunct instructor is reserved for **a) persons with DVMs or the equivalent degree who are performing faculty work as part of a PhD or specialty training program and b) *persons with appropriate masters degrees in departments/programs where a limited number of PhD students in good standing come with previous relevant special experience (with the relevancy and specialness to be articulated and defended by the academic department/program). Each department/program proposing such use of Adjunct Instructor must receive approval by the Provost and Faculty Senate before beginning to use it in that way.***

### Explanation:

This change in the Faculty Handbook would provide an opportunity for academic units to recruit PhD students who have considerable special experience relevant to their area of study and teaching. Academic units could benefit by assigning these doctoral students to teach courses where learning is enriched when students engage instructors who have had special experience in the subject of the course. Adjunct instructors could also participate in research and outreach activities that require practical knowledge of a topic area. It is expected that such persons will be of great benefit to departments/programs, while gaining valuable experience in teaching and research. In order to attract such candidates, it is proposed that units be allowed to appoint such candidates as adjunct instructors. Each academic unit that chooses to participate will set the standards for special relevant experience according to the standards of their own area of study.