

Progress Report on the Contingent Academic and Professional Faculty Agenda

Selected Statistics for the Academic Faculty

- Over the past five years, the number of full-time non-tenure track academic faculty increased from 73 (12% of the full-time faculty) to 96 (14% of the full-time faculty).
- In this same period, the number of part-time academic faculty increased from 400 (40% of the total academic faculty headcount) to 433 (39% of the total academic faculty headcount).
- Over the past five years, the number of courses taught by contingent academic faculty (full-time and part-time) in the fall semester increased from 888 (46% of all courses) to 1008 (49% of all courses).
- In this same period, the number of seats offered in courses taught by contingent academic faculty (full-time and part-time) in the fall semester increased from 36,532 (54% of all seats offered) to 41,662 (59% of all seats offered).

Blue Ribbon Panel Report

[http://www.albany.edu/academics/files/Contingent Faculty Committee Report 10-1-2015.pdf](http://www.albany.edu/academics/files/Contingent_Faculty_Committee_Report_10-1-2015.pdf)

List of all recommendations [including progress to date]:

- 1. The University should affirm a value for fair and equitable compensation for contingent faculty and staff.**
- 2. The University should affirm that improved compensation is important for recognizing the essential contributions provided by contingent faculty and staff in delivering a quality, student-centered academic program.**
- 3. The University should adopt a goal of raising the minimum per course rate for part-time lecturers to \$5,000 over the next two to three years.** *[The minimum per course stipend was increased in two steps from \$2,800 to \$3,800 effective September 2017, through a combination of school/college funds and \$700,000 in additional campus funds.]*
- 4. The University should establish a policy that encourages deans and department chairs, in assigning courses, to try to insure eligibility for health benefits to part-time lecturers and staff who desire them (e.g. half-time or two courses per term).** *[The Provost issued a statement to the deans; we are monitoring eligibility on our "dashboard."]*
- 5. The University should work with UUP and System Administration to improve access to health and retirement benefits for part-time faculty and staff.** *[We communicated suggested language revisions for the UUP Agreement to the SUNY Associate Vice Chancellor for Employee Relations.]*
- 6. The University should compile and promulgate, in a single place, comprehensive information about eligibility and terms for all benefits available to contingent employees.** *[A brochure was published in the first year; it will be updated and re-issued as needed.]*

7. **The University should develop and promulgate policies and practices to encourage increased integration of contingent faculty and professional staff in the programs and cultures of departments, schools, and colleges.** *[Updated draft guidelines are currently in circulation pending adoption later this spring semester.]*
8. **The University should promulgate a policy and framework for providing longer-term employment commitments for contingent faculty and professional staff.** *[A draft document proposing a career pathway for part-time faculty together with a UTRGV document are in circulation for discussion; duration of employment will also be monitored on the “dashboard.”]*
9. **The University should create career ladders and pathways for progression to permanence for contingent faculty and professional staff.** *[A separate document proposing a teaching intensive title series leading to permanency or longer term employment commitments is being discussed.]*
10. **The University should establish a set of “best practices” for hiring and supporting contingent faculty and professional staff and should incorporate these practices in a handbook for deans, chairs, directors, and contingent faculty and staff.** *[Following adoption of the updated guidelines, we will develop a manager’s handbook and offer some workshops on selected topics.]*
11. **The University should develop and install an effective (i.e., timely, multi-faceted) mechanism for evaluating the performance and contribution of contingent faculty and staff, including both formative and summative components.** *[A draft protocol developed in consultation with CAS and UUP is almost ready for circulation and discussion.]*
12. **The University should enhance and increase support for the professional development of contingent faculty and professional staff.** *[We are hoping for enhanced resources in this area in the next UUP Agreement via the State-wide JLMC for Professional Development.]*
13. **The University should promote existing opportunities and develop additional mechanisms to recognize and reward exemplars of excellence among the part-time and contingent faculty and professional staff.** *[We are utilizing the President’s Excellence award process and the SUNY Chancellor’s Excellence award process.]*
14. **The University should establish a Task Force to continue the work of the Panel primarily by assisting the administration in implementing these recommendations.** *[This was acted on in the creation of three implementation working groups to focus on Compensation and Benefits (#1-6), the Professional Environment (#7-8, 10-13), and Career Pathways (#9).]*

Next Steps

- Report to the University Senate (April 16)
- Discussion meeting with UUP (April 16)
- Follow-up with the Deans
- Approve and issue Guidelines
- Approve and issue teaching evaluation protocol
- Continue work to improve compensation
- Campus fora for career pathway documents?
- Finish the dashboard
- Address remaining issues (e.g., contingent professional faculty)