

**University of Southern Indiana
Council of Department Chairs and Program Directors
Meeting Minutes
October 27, 2021**

Present:

Oana Armeanu, Paul Arthur, Bartell Berg, Michael (Brody) Broshears, Shelly Blunt, Andrew Buck, Kristie Byrns, Amy Chan Hilton, Sara Christensen Blair, Tori Colson, Charles (Chuck) Conaway, Charlotte Connerton, Belle Cowden, Cindy Deloney-Marino, Jody Delp, Jay Dickerson, Michael Dixon, Wes Durham, William (Bill) Elliott, Jr., Trent Engbers, Abbey Foroughi, Renee Frimming, Erin Gilles, Sukanya Gupta, Melissa Hall, Jason Hardgrave, Kimberly Hille, David Hitchcock, Marna Hostetler, Leigh Anne Howard, Tamara Hunt, Jessica Garces Jensen, Paul Kuban, Melanie Lee, Julie McCullough, Amie McKibban, Chad Miewicz, Thomas Noland, Marie Opatrny, Oana Popescu-Sandu, Kenneth Purcell, Jill Raisor, Todd Schroer, Jack Smothers, Melissa Stacer, Sarah Stevens, Rex Strange, Connie Swenty, Wendy Turner, Kevin Valadares, Ken Walsh, Stephanie Young, and Emilija Zlatkovska

Meeting was called to order at 8:32am by Chair Hille.

Approval of the minutes from September 29, 2021: The minutes were approved without objection.

Dr. Rex Strange, Faculty Senate Chair and Associate Professor Biology- Discussion of Faculty Senate Charge: Adjunct Equity 21-09

Dr. Rex Strange mentioned the charge was rejected by faculty senate partly because any blanket policy would not cover all adjuncts across the university but because it had good talking points, it is being discussed today. Faculty and Academic Affairs committee is gathering information.

The council information gathered today will be forwarded to Dr. Shelly Blunt, Associate Provost for Academic Affairs and Professor of Chemistry.

Chair Hille opened the floor for discussion....

Blanket policy would not cover all adjunct faculty since they are used differently across campus.

Institutions have been grappling with this forever; Adjunct faculty are valuable to departments, and they get taken advantage of.

Last minute schedule changes only one piece; merit increases; no system for rank.

Adjunct faculty workload should have consideration, adjuncts teaching for several years and almost full time but not able to hire as fulltime so receiving minimal pay.

We need to separate conversation to department and university. Department, resources to the adjuncts in regards of syllabi and teaching. University, why can we not create a path for a full-time job and salary increases for adjunct faculty?

If a fulltime faculty member's class doesn't meet the minimum enrollment, then a full-time faculty member will get shuffled in the class. At the university, pay is different based on education level. Is it the same across the colleges?

Scheduling classes later and later we are at the last minute give me flexibility on how people are schedule and makes it difficult.

There is orientation for adjunct faculty, but they are not compensated... maybe free lunch; They are not eligible for faculty development programs; part time instructors teaching as much as possible without being full time for many years we should look at instructor lines.

We need to look at faulty ranks, other schools have ranks for adjunct faculty.

Not all are adjuncts are compensated per credit hour some compensated per hour worked. Those who were compensated per credit hour received an increase in pay and those who are compensated per hour did not receive an increase in pay and haven't since 2009.

Practically no difference in pay right now regarding the education, MS/MA to PHD.

We need to identify programs heavily uses adjuncts and maybe make an argument and transition to full time positions. Full time positions are stronger for our programs than adjuncts,

Some departments could not have a program without the adjunct's faculty.

There is a solution... requires some administrative consideration on how we offer classes and students register later and later. We do our best to predict each semester. Past few years have been difficult due to the pandemic. Scheduling a course less than a month before is unreasonable... no time to prep or select textbook.

Possible solution-cap courses at 10 students to spread enrollment and then increase as necessary.

In marketing and economics, 20-24 percent of total sections are taught by adjunct faculty.

Lot of departments have adjunct faculty to teach, and they have been teaching for a while We have a problem; the university doesn't want to invest in full time instructors.

Asking in an increase in adjunct pay or to make full time and then we can provide benefits so where is the money coming from?

Added a program fee, where does the program fee go? We don't have a new position; we are still relying on adjuncts.

Announcements- Belle Cowden, Executive Director of Online Learning, gave an update regarding the use of Proctorio, remote proctoring service.

Meeting adjourned at 9:16am.

Next meeting: November 17, 2021, at 8:30am.

Respectfully submitted,

Renee Frimming, Secretary