

**Adjunct Faculty Committee Meeting**  
**November 13, 2002**

Report on Faculty Congress Salary, Benefits, Terms of Employment Committee Meeting  
November 6, 2002

Summary of issues discussed:

1. *Tuition remission policy* viewed by many full-time faculty as a non-benefit because they cannot take advantage of it; development of alternative compensation policy suggested.
2. *Insurance premium increases* are raising out-of-pocket premium costs for faculty.
3. *Need for salary and benefits assessment* in terms of comparable institutions' offerings.
4. *Related issues* requiring attention:
  - relative workload across departments
  - compensation for course development, including distance learning courses
  - support for graduate assistants, sabbaticals, travel, research, summer grants
5. *Calendar*: course assignments are being spread from Monday to Saturday and into the summer
6. *Faculty evaluation*: should pay be affected by negative and positive evaluations; should peer review be a component?
7. *Compensation for Independent Studies*: what is the university policy; what should the compensation be; should adjuncts be conducting IS?
8. *Faculty advocate position*: should a position be developed to serve as official point of contact/liaison between faculty and administration?
9. *Task for next meeting*: select two to three top priority issues for further action.