

ATTACHMENT D

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AAUP Council Adopts Policy on Contingent Faculty Appointments and the Academic Profession

Washington, D.C.—The governing Council of the American Association of University Professors adopted a new policy statement, Contingent Appointments and the Academic Profession, on November 9.

The statement addresses the increasing overreliance on part-time and non-tenure-track faculty that threaten the quality and stability of higher education and the academic profession's capacity to serve the public good. "Contingent" appointments include all those off the tenure track, whether part or full time, and whether compensated on a per-course or salary basis. Individuals holding such appointments are called by various titles including "adjuncts," "lecturers," "instructors," and "visiting professors."

"The statement breaks new ground by offering concrete guidance for stabilizing the profession and combining a comprehensive analysis of the costs of contingency to higher education with an articulation of long-standing Association principles," says David Gruber, professor of philosophy at Truman State University and chair of the AAUP subcommittee that developed the statement. "It addresses the current challenges faced by faculty and institutions in securing the integrity and effectiveness of the profession."

Contingent Appointments and the Academic Profession makes new recommendations in two areas: increasing the proportion of faculty appointments that are on the tenure line, and improving job security and due process protections for those with contingent appointments.

The proportion of tenure-line appointments may be increased in two ways:

- (1) changing the status of faculty members currently holding non-tenure-track appointments, and
- (2) creating new tenure-line appointments. With the first method, individuals holding contingent appointments are offered tenure-eligible reappointments.

With the second method, new tenure-line positions are created and open searches are held for candidates to fill them. In both cases, a well-planned transition to a higher proportion of tenured faculty should be accomplished primarily through attrition, retirements, and, where appropriate, "grandfathering" of currently contingent faculty into tenured positions. Faculty in contingent positions should not bear the cost of transition.

The policy recommends that when contingent faculty appointments are used, they should include the full range of faculty responsibilities (teaching, scholarship, service); comparable compensation for comparable work; assurance of continuing employment after a reasonable opportunity for successive reviews; inclusion in institutional governance structures; and appointment and review processes that involve faculty peers and rely on accepted academic due process.

The policy discusses the negative effects of the increased use of contingent faculty appointments on academic freedom, undergraduate education, and academic collegiality. No matter how qualified and dedicated they are, many contingent faculty members are hobbled in the performance of their duties by a lack of professional treatment and support.

"The overuse and abuse of contingent faculty, both full-time and part-time, profoundly threaten academic freedom and the quality of the education we provide our students because, without the protection of tenure, faculty too often are reluctant to explore controversial issues," comments AAUP president Jane Buck. "The Association's new policy provides a theoretical framework and practical guidelines for colleges and universities committed to providing equity for faculty and an intellectually stimulating environment for students."

The draft policy builds on previous AAUP policies, including *The Status of Part-Time Faculty* (1980), *On Full-Time Non-Tenure-Track Appointments* (1986), and *The Status of Non-Tenure-Track Faculty* (1993). Recognizing that the use of contingent appointments has increased dramatically since even the most recent of these statements was issued, a joint subcommittee of the Association's Committee on Part-Time and Non-Tenure-Track Appointments and Committee A on Academic Freedom and Tenure revisited the issue, affirming the AAUP's long-standing policy that all faculty with full-time appointments should be eligible for tenure after a reasonable probationary period, and that part-time and non-tenure-track appointments should be limited to no more than 15 percent of total instruction within an institution and no more than 25 percent within a department.

A draft of the statement was published for comment in the September–October issue of the AAUP's magazine, *Academe*, and on the Association's Web site. It was revised in response to comments received. The final statement is now available on the Web site <www.aaup.org>.

The American Association of University Professors is a nonprofit charitable and educational organization that promotes academic freedom by supporting tenure, academic due process, and standards of quality in higher education. The AAUP has more than 45,000 members at colleges and universities throughout the United States.
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