

Addendum—Summary of Provisions: Contingent Faculty

Unit and Unit Type	Job Rights and Evaluation	Workload	Benefits	Salary	Intellectual Property
University of Alaska Adjuncts. Up to 15 credit hours per academic year. PT Only-4	Evaluation at discretion of administrators. Appointment letters seven days prior if possible, but may be after beginning of term.	States that part-time faculty are engaged solely to teach—no pay for faculty meetings, etc. Workload is not grievable and may be modified. An office <i>may</i> be provided. Consultation twice a year on issues of professionalism.	Pensions—same as prior to Agreement. Tuition waiver—three credits per term, can be used by family, can bank for limited period of time.	Minimum salaries set, varying by number of semesters taught. University has discretion to pay at any level in excess of the minimum. Paid by credit hour.	Any university support means a work is university property. No discussion of sharing rights or revenues
Camden Community College , New Jersey—all adjuncts employed for second consecutive semester, not counting summer or inter-term. PT Only-2	Those with a master's degree, have been employed for 30 semesters or more, and have made significant contributions to department or have marked evidence of teaching effectiveness get priority in assignments. Posting of notice of FT vacancies. Evaluation at discretion of administration; can discuss with evaluator and respond in writing.	Departments encouraged to allow attendance at department meetings, and to permit one adjunct vote on departmental issues, and to service on committees. No mention of pay for these activities.	After four terms get one class session for sick/personal leave. After 20 semesters, get two class sessions leave.	Flat rate per contact hour, no mention of varying rates for experience or degrees.	Faculty have some rights to royalties for use of materials outside of the college. Can have agreements for shared ownership or college ownership.
Flathead Valley Community College , Montana—part-time, non-continuing education, teaching employees. PT Only-2	Receive proposed assignments 30 days prior to term. Priority consideration for full-time vacancies. Can request an evaluation and meeting to discuss it, but not grievable. Otherwise, evaluations at discretion of administration. Office space when available.	No office hours required. Extra compensation for committees or approved in-service training. Extra pay to develop distance learning class and first time teaching that class.	Tuition waiver for employee only in the current term or within the next year.	Cannot locate	No language found.
University of Maine . Employed at least two of prior four Fall/Spring semesters. PT Only-4	May be evaluated: specifies procedures including ability to meet to discuss. Have an availability form. Seniority affects priority for classes. Assignments to be given 30-60 days prior. Can request a performance review and may get bonus or pay increase. After 25 service units and two courses for last six semesters can get an annual appointment.	Duties of part-time faculty are instruction and "reasonable instruction-related responsibilities." Must be "available to students." Where possible university will provide space to meet these responsibilities. Must submit syllabus and exams to administration.	Bereavement leave. Depending on FTE may get contribution for life insurance. Those with two courses and six or more "service units" get 60 percent contribution toward group health insurance, if no other insurance available through an employer. Certain "regular part-time" employees get paid health insurance comparable to non-represented full-time faculty. Certain employees get employer match toward TIAA-CREF defined contribution retirement plan. One course tuition waiver per term plus 25 percent discount on tuition for family members who are full-time students.	Ranks exist and can apply for promotion in rank. Pay is based on rank and experience. Paid by credit hour.	No language found.

Addendum—Summary of Provisions: Contingent Faculty (continued)

Unit and Unit Type	Job Rights and Evaluation	Workload	Benefits	Salary	Intellectual Property
University of Michigan lecturers. All non-tenure-track instructional staff. PT Only-4	Ranks exist based on experience and performance review. After three years get presumption of renewal. Evaluation determines future appointments. Evaluation is by a committee, and specific materials are to be used for review. Must communicate any changes in criteria. "Layoff and recall" system for assignments once qualify for renewal.	Provided access to office space and resources necessary for work, including computer and e-mail. Change in workload is grievable and subject to negotiation. No mention of compensation for academic governance, office hours.	Depending on FTE and title, get employer contribution for health insurance, and employer matching contribution for TIAA-CREF or Fidelity retirement account. Life insurance. Can get leave without pay without prejudice to renewal rights. "regular" part-time faculty earn pro-rated "disability" or sick leave. Can apply for professional development funds. After four years of service get basic disability insurance but employee must pay cost first four years.	Compensation based on rank and experience. Promotion based on evaluation. Annual raise is tied to the average tenure track merit raise for full-time faculty on the campus. Also get COLA. Get an increase in salary when convert to renewal status and three years later when renewed. Paid by credit.	Agreement refers to a policy and dispute resolution same as for tenure-track faculty.
Middlesex Community College, New Jersey —all adjuncts employed for at least second semester within the past two academic years, not including summer and inter-session. PT Only-2	Notice of vacancies given by posting and notice to union, posting on web site. Employees can notify chairpersons of interest in full-time positions, and these will be reviewed and members given "serious consideration." Get an interview if have taught 12 consecutive semesters or more. Regular evaluations encouraged, employee gets written evaluation and can append comments. Get notice of observation if have taught at least four semesters, "whenever management determines that it is practical and appropriate." Reemployment not guaranteed nor grievable.	Obligations include only teaching, final exams, and adherence to official guidelines and teaching policies. No specific mention of office hours. If required to attend meetings, get \$15/hour. Can apply for academic advising assignments with additional compensation.	After four terms get one day of illness or bereavement leave, non-cumulative. After two semesters employee eligible for tuition waiver. After four semesters dependents eligible.	Paid by contact hour, with varying levels based on semesters of service.	No language found.
Milwaukee Community College, Wisconsin —all part-time less than 50 percent time. PT Only-2	Availability form exists. Assignments based on consistency with past schedule, seniority. FT vacancies posted and internal candidates meeting qualifications get priority in hiring for these vacancies. Also get priority for "limited term full time teaching employment" opportunities. Employee receives copy of evaluation, can have conference with dean if unsatisfactory, with union representation.	Office hours required, from one to two hours depending on FTE. Also required to handle student advising, orientation, student appointments, department and committee meetings. Can apply for curriculum development projects with additional compensation.	Employer pays 40 percent of premium for health insurance, family or single. Access to dental insurance. Can participate in tax deferred annuity program. Board pays employee's contribution to Wisconsin Retirement System. Each semester get sick leave equivalent to weekly hourly workload including office hours, up to max of 640 hours. Can use for personal illness or funerals, religious reasons, other personal and compelling reasons. Professional leave based on semesters employed.	Compensation based on meeting certification requirements, degrees, and experience. Paid by hour.	50/50 sharing of profits from patent/copyright. Different rights for telecourses, but employee does get a share of revenues for five years for reproduction of telecourse.
New Jersey State Colleges. All adjuncts teaching credit courses during academic year. PT Only-4	No discussion of appointment priority, simply describes appointment documents.	No specific language on office hours, academic governance work.	Access to health insurance and prescription drug plan, with premium set at 110 percent of NJ Plus standard rates. Access to deferred compensation plan.	Minimum salary, with increase after 16 semesters. Paid by credit.	No language found.

Addendum—Summary of Provisions: Contingent Faculty (continued)

Unit and Unit Type	Job Rights and Evaluation	Workload	Benefits	Salary	Intellectual Property
Community College of Philadelphia, Pennsylvania—visiting lecturers and regular adjunct instructors. Must teach fewer than nine credit hours per semester. PT Only-2	<p>Detailed system of seniority pools that affect work opportunities. System exists to consolidate part-time to full-time “visiting lecturer” positions. After 20 seniority units attained, employee is awarded visiting lecturer status and may move into full-time bargaining unit. All employees evaluated, and union can appoint people to a Joint Evaluation Committee under the full-time agreement that establishes criteria.</p>	<p>Employees eligible to serve on all committees, invited to attend department meetings and in-service workshops. No mention of compensation. Compensation for required orientation sessions. Can request mailbox, voice mail. Additional compensation for advising work, at \$20 per hour. “Guidelines for Faculty Participation in the Life of the College” implies that office hours are considered part of normal responsibilities.</p>	<p>One week sick leave per semester. Visiting lecturers get same medical coverage as full-time faculty. Adjuncts get 50 percent of cost for the employee only of the medical plan for those who elect coverage. If want family coverage, can elect. If have eight seniority units or more, college pays 75 percent of premium. After four units of seniority, eligible to participate in retirement plan with college contributing five percent of earnings if employee also contributes five percent. After 12 seniority units, college pays one half of premium for group life insurance. Tuition remission plan for one course per semester if employee employed during previous or current term. Visiting lecturers and those with certain seniority level get family tuition remission up to two courses per term.</p>	<p>Compensation varies by seniority “pool.” Visiting lecturers paid on annual salary basis with a minimum salary.</p>	<p>No language found.</p>
C.W. Post College, New York. All adjunct titles teaching credit courses. PT Only-4	<p>Availability form. If on seniority list and qualified, will get course appointment. Will be “cognizant” of those teaching 42 credits in five semesters. A complaint process exists if not assigned a course. Notifications of full-time vacancies.</p>	<p>Minimum one office hour per week for three credit class. Upon request can use existing office and desk space.</p>	<p>Tuition reimbursement plan, one credit waiver for non-doctoral courses per credit taught, plus up to 60 percent tuition discount for dependents based on employee’s amount of experience. Can be used by family members. Can contribute to TIAA-CREF annuity plan. Health insurance available if employed two full years, 12 credits on one year and six in next. Pay full cost of health insurance.</p>	<p>Base salary is based on education and years of teaching experience—not just at the university. Pay by credit or per capita. Increase after teaching 15 semesters, but must apply for upgrade. Upgrade again after four years, with two evaluations in four years. Promotion is capped at 27 members per year.</p>	<p>No language found.</p>
Rockland Community College, New York—all adjunct faculty. PT Only-2	<p>No language</p>	<p>No language.</p>	<p>One personal leave day per semester, provide notice if possible. After four semesters get tuition waiver for self or spouse/dependents. Can be used in the semester following fulfillment of teaching requirement or after provided teaching at least one semester in previous academic year. Total of 36 credits per family per year. After teaching at least six credits in each of three consecutive semesters, eligible to join health insurance program at own cost.</p>	<p>Compensation by credit hour. Those who have served for four years get additional \$40 per credit hour. After nine years, additional \$40 per credit hour.</p>	<p>No language found.</p>

Addendum—Summary of Provisions: Contingent Faculty (continued)

Unit and Unit Type	Job Rights and Evaluation	Workload	Benefits	Salary	Intellectual Property
Rutgers University, New Jersey. Employed for a full semester, and for at least second time in two consecutive years. PT Only-4	Can submit availability form. Priority if taught 12 or more semesters. Encourage appointments for two semesters. Full-time vacancies posted. Orientation encouraged.	Must identify space to meet with students, provide access to phone, mail. Support services provided as chairperson deems necessary. No mention of compensation of governance, office hours.	Professional development fund. Health and Pension committee to examine benefits.	Both per credit and hourly rates exist. Minimum salaries with increase after 30 semesters. Get COLA if taught prior year. Service adjustments after eight semesters, 20 semesters. Higher pay for larger enrollment classes.	No language found.
Sussex Community College, New Jersey—all adjunct faculty teaching credit courses under at least their second contract of employment within a year of their first contract. PT Only-2	Attempt to give notice of classes three weeks prior. Notice of FT vacancies and get an interview if have taught 45 credits or more and have minimum qualifications, but this is not grievable. Get written statement of how they will be evaluated during each term of PT employment. Fairly detailed language on evaluation procedure.	No specific language.	Some procedures for tuition waivers for “selected employees” encouraged to teach in new or related discipline areas or to enhance value to college. Reference to Assembly Bill 3424 that might provide for some adjunct faculty participation in state health benefits program.	Those having taught 60 credits or more paid at higher per credit hour rate. Additional compensation for independent studies, distance learning courses, “additional assignments.”	No language found.
Vermont State Colleges. Adjuncts 1) employed for at least three semesters, or who currently are in their third teaching semester, 2) teach at least six credit hours per academic year. PT Only-4	Evaluation at discretion of administrator or may request. Peer committee with part-time faculty on the committee for review. Materials to be considered are specified. Availability form is used. Seniority counts for up to six credits of assignments. Notified 45 days prior to start of appointment.	Normal workload includes office hours. Will notify staff of committees or faculty meetings, but no additional compensation if serve. Will provide office or office area, access to phone and e-mail.	Bereavement and professional leave. Extended illness/disability leave. Professional development fund. Tuition waiver after five semesters. TIAA-CREF employer match up to 4 percent salary for year.	Paid by credit. Pay grades based on credits taught and possession of doctorate.	Works belong to the employee.
Bates Technical College, Washington—unit includes all part-time faculty. Combined-2	No language on seniority list found. Evaluation contract article not listed as one of those applying to part-time faculty.	No specific language.	Those working more than 15 student contact hours per week may be eligible for statutory benefits including prorated sick leave, health insurance.	Steps based on 1,500 hours of work at the college; teacher training increment for completion of 150 hours of approved continuing education training.	Language on individual, college-owned, and shared ownership.

Addendum—Summary of Provisions: Contingent Faculty (continued)

Unit and Unit Type	Job Rights and Evaluation	Workload	Benefits	Salary	Intellectual Property
Butler County Community College, Pennsylvania—unit includes all “regular part-time” defined as those who have completed a minimum of four semesters and 12 total credit hours with no break in service. Combined-2	For regular part-time status, must have satisfactory evaluations and be screened by committee. Temporary part-time evaluated each semester and must attend at least one part-time faculty orientation prior to second semester of employment. Regular part-time get priority in course assignments over temporary part-time. FT vacancies posted and regular part-time faculty given first consideration after regular full-time applicants. List maintained of part-time faculty interested in part-time vacancies that occur and will try to provide them with first opportunity to work in vacant part-time positions.	Must attend part-time faculty orientation training sessions. Those teaching nine or more credits can apply for available office space. Can include part-time members in meetings. No mention of additional compensation. May get additional compensation for development of distance learning course at minimum of one credit.	Those with nine or more credits during a term get a tuition waiver for one three credit course during term they teach.	Paid by credit hour. No mention of varying rates by experience.	If a work is substantially supported by college, then it is property of college. Definitions in contract of what constitutes substantial support. For distance learning, employee gets a fee for use of course by anyone other than original creator.
City University of New York. Unit includes adjuncts and other non-tenurable faculty. Combined-4	Notice of reappointment to be given by May 1, December 1. After six consecutive semesters can get notification of appointments for next fall and spring semesters. Annual evaluations which include classroom observation at least once per term. Evaluations involve both a student and faculty evaluation committee. Detailed language on evaluation process.	If assigned six or more contact hours at one college, then paid for one additional hour per week for professional assignments.	Personal/emergency leave earned at rate of 1/15th of total number of clock hours in a term. Those with six or more credits, in third semester of teaching, are eligible for health insurance if not covered otherwise. This is funded by a Welfare Fund into which college must contribute 0.25 percent of salary dollars. Memo of understanding states that they will work to include adjuncts in NYC Health Plan.	Movement on salary schedule after six semesters of employment. Schedules based on hourly rates. In some years, cash payment for adjuncts successfully completing semester, based on number of courses taught. Differing systems for law school and medical school adjunct faculty.	No language found.
Clover Park Technical College District, Washington—unit includes all certified part-time faculty employed for 495 hours during a rolling four quarter period of time. Break in service of two quarters eliminates eligibility. Combined-2	Evaluation based on a handbook. Given handbook as part of their orientation process. No discussion found on assignments.	No specific language found on workload for adjuncts.	One day of sick leave per quarter. Can apply for professional development funds. Those teaching at least half-time for more than six months qualify for health benefits; can include one or more institutions. Can participate in TIAA-CREF and 403B plans.	Paid by credit taught.	Language on individual, college-owned, and shared ownership.
Connecticut Community-Technical Colleges— includes those part-time unclassified employees working less than 20 hours per week; teaching employees scheduled for two or more contact/credit hours of credit instruction during semester. Combined-2	Part-time lecturer seniority pool for those who have taught 24 credits or more (at least 18 at one college). Pool is offered a course in employee’s discipline if one is available. At least three qualified internal candidates guaranteed interview for FT vacancies. Evaluation.	Workload includes “be available at reasonable times to confer with students outside of class.” No mention of additional compensation for office hours.	Those working at least 17.5 hours per week get health coverage; others can pay full premium for coverage. Can participate in defined benefit plan with two percent employee contribution or TIAA-CREF with five percent tax-deferred contribution.	Paid by credit hour, with higher pay for those with more than 18 credit hours.	No language found.

Addendum—Summary of Provisions: Contingent Faculty (continued)

Unit and Unit Type	Job Rights and Evaluation	Workload	Benefits	Salary	Intellectual Property
University of Connecticut. Includes a variety of "temporary" faculty and academic professionals, 0.50 FTE or more only, but including "special payroll lecturers" and visiting faculty. Combined-4	After ten consecutive semesters and subject to satisfactory evaluations, can become a special payroll lecturer with multiyear contracts. Evaluations must be in writing and employee may respond.	No specific language on temporary faculty workload.	Provided with some sick leave per university by-laws, but do not accrue across terms.	Paid by credit hour. Higher rates for lecturers when they qualify as "special payroll."	No language found.
Connecticut State University. All part-time faculty included in unit. Combined-4	Course assignments consider experience, but administration still has discretion.	No specific language on temporary faculty workload.	Can apply for professional development/travel funds with 10 percent of fund reserved for part-time faculty. After 18 credits taught, qualify for tuition waivers for self or children under age 25. Can buy into group health plan. Can contribute to state or alternative TIAA-CREF retirement plan.	Paid by credit. Pay levels based on education and prior experience in the CSU system. Additional load credit for development of distance learning courses.	"governed by existing statutes and practices"
Fox Valley Technical College, Wisconsin—unit includes those teaching nine hours or more in a work week. Combined-2	If part-time instructor assigned 25 or more hours per week for three 12-week blocks, then recommend that board create regular full-time position in area. Seniority list for part-time faculty.	Paid based on 1/35th of weekly salary as determined by placement on salary schedule for each hour of actual instruction, plus one-fourth hour of preparation time and a reasonable amount of office time for each class hour taught. Additional compensation for attendance at in-service or meetings that are required. Additional compensation for distance learning.	Can pay for participation in group health and dental, with payments prorated (17.5 hours through 27.9 hours, 75 percent paid by employer, 28.0 or more, 100 percent paid by employer, otherwise nothing). Exception of 50 percent employer contribution for those working less than 17.5 hours if in bargaining unit on Dec. 18, 1989. Also, some contribution to life insurance.	Paid based on 1/35th of weekly salary as determined by placement on salary schedule for each hour of actual instruction, plus one-fourth hour of preparation time and a reasonable amount of office time for each class hour taught	No language found.
Garden City Community College, Kansas includes all full-time and part-time instructional or instructional support positions Combined-2	Evaluations are mentioned for all full-time faculty, no mention of part-time.	No specific language for part-time faculty.	Leaves and health insurance do not mention pro-rating for part-time faculty, nor do they limit to full-time faculty.	Experience and qualifications determine placement on salary schedule.	No language found.
University of Hawaii. All faculty included in unit. Combined-4	Assignments consider experience and credentials. After five years, multi-year appointments are possible. Language supporting conversion of temporary to tenure-track positions.	General language on faculty workload says that responsibilities go beyond just teaching. No specific language found on part-time faculty workload.	Pro-rated sick leave. Bereavement leave.	Three steps based on credentials and experience, varying definitions by campus policy. Across the board raises include part-time faculty.	Faculty member owns rights to all instructional materials unless paid through overload or other compensation, in which case receive 50 percent for sale or re-broadcast profits. Generally supports concept of shared profits.

Addendum—Summary of Provisions: Contingent Faculty (continued)

Unit and Unit Type	Job Rights and Evaluation	Workload	Benefits	Salary	Intellectual Property
<p>Hofstra University, New York. Regular adjunct faculty, defined by (a) at least six hours per academic year for at least two of the preceding four academic years, or who have taught at the University for (b) at least three hours per academic year for at least three of the preceding four academic years Combined-4</p>	<p>Adjunct representation on Department Personnel Committees (DPC), elected by adjunct faculty, voting only on adjunct issues. Chairperson, in consultation with DPC, makes adjunct assignments, considering qualifications, suitability, and length of prior service. After eight semesters of service if chairperson wants to remove an adjunct from the appointment list, the review and recommendation process for personnel decisions is invoked. After 12 semesters in ten years, get additional rights for assignments and review if denied assignments. Annual evaluations with right to respond.</p>	<p>Not clear.</p>	<p>Committee to investigate ways to provide computer access for adjunct faculty. Adjunct faculty can join health plan, and those with certain levels of experience get either contribution toward one of the health plans or participation in a hospitalization plan comparable to full-time faculty (others can pay full cost for this). Sick leave after ten semesters, ranging from one to three weeks per year depending on experience. Can contribute to TIAA-CREF plan. Tuition waivers varying by experience, can be used for family members. Can apply, after ten semesters, for research and travel funds.</p>	<p>Paid by credit hour. Minimum salaries, longevity increases, ranks with promotion process.</p>	<p>No language found.</p>
<p>Lower Columbia Community College, Washington Combined-2</p>	<p>After completing 20 full-time equivalent units get affiliate faculty status with priority to each classes for which qualified. One unit is 15 credits. Affiliate faculty must conduct student evaluations. "Professional-partner" assigned to each first-time, part-time employee and works with employee for at least two terms. Also have classroom review, student evaluation.</p>	<p>Only full-time faculty required to have office hours or participate in committees.</p>	<p>Earn sick leave at two days per quarter, no accumulation. Can transfer from other community or technical college but will not accumulate beyond one quarter.</p>	<p>Salaries vary by credits taught at college.</p>	<p>Language on individual, college-owned, and shared ownership.</p>
<p>Minnesota State Colleges and Universities—representing community and technical college faculty. Includes all faculty. Combined-2</p>	<p>"Unlimited part-time" (40 percent to 80 percent FTE for academic year) have assumption that such employment will continue in subsequent years, averaged over entire academic year. Those with 0.80 FTE for two consecutive academic years converted to unlimited full-time positions.</p>	<p>Additional workload credit for distance learning courses. Part-time faculty (five or more credits) implied to have proportional responsibilities to full-time faculty ("other contacts with students," professional development and service to college, advising, committees, research and community service, etc.). Also a section says that "each instructor" will have one office hour/student availability per three credits taught.</p>	<p>All faculty appear to qualify for bereavement leave; sick and personal leave limited to full-time faculty. Unlimited part-time faculty with appointment of at least 12 credits annually, temporary part-time with appointment of six credits per semester at one institution over two consecutive semesters, eligible for group insurance program. Those with 0.75 FTE get full employer contribution, otherwise get partial contribution.</p>	<p>Placement on step system depends on work experience. Those in temporary part-time (five or more credits in a term) paid on proportional basis on full-time schedule. Adjuncts paid between \$525 and \$1,050 per credit. Those rehired for subsequent year get minimum increase of \$100 per credit.</p>	<p>Distance learning tapes cannot be used without faculty permission.</p>

Addendum—Summary of Provisions: Contingent Faculty (continued)

Unit and Unit Type	Job Rights and Evaluation	Workload	Benefits	Salary	Intellectual Property
University of Montana. Includes term employees with 0.50 FTE or more for two semesters. Combined-4	Administration will try to inform nontenurable faculty of reappointment "in a timely fashion." Encouraged to apply for tenurable lines with prior service credited. Evaluation includes self evaluation and student course evaluations on at least one course per term.	Campus encouraged to give credit for community service, large classes, advising, etc.	Prorated sick leave, including for death or family illness. Emergency leave up to five days for family illness, five days for death in family. Personal leave can be granted, but not for vacation.	Minimum salaries exist. Paid based on FTE. If 0.50 FTE or more, then receive "normal increase."	If specifically assigned work, then it is property of university. Otherwise if used university resources, must reimburse university for value of resources. If property is a distance learning course, then do not have to reimburse.
State University of New York— faculty and non-teaching professional staff within the University system. Combined-4	Get appointment letters explaining rights and benefits. Campuses encouraged to give full-year appointments. Encouraged to provide office space, telephone, etc. Each campus must publish method for filling part-time vacancies.	Not clear.	Based on credits taught and seniority, may qualify for regular health insurance plan and other full-time faculty benefits. Other adjuncts can join health plan at full costs. Sick leave ranging from 1/4 day to one day per month, based on number courses taught in term.	Lump sum payments for those part-time faculty teaching at least one semester in last year. Some part-time faculty paid on pro-rated full-time schedule. Adjuncts get lump sum increase.	No language found.
Onondaga Community College, New York— unit includes part-time (prorated duties of a full-time faculty member and teaching fewer than 12 contact hours per semester) and adjunct (maximum load of 11.9 contact hours per semester) faculty. Combined-2	Part-time faculty get same evaluation as full-time faculty. Adjuncts who have taught two semesters can be on assignment roster with order varying by experience. Adjuncts who are retirees are placed on roster based on years of full-time experience. All adjuncts can be removed from roster during first eight semesters, then are "off probation" and can only be removed for just cause. Adjuncts evaluated each of first two semesters and once a year thereafter during probation, with classroom observation and student evaluation. After probationary period, evaluated on as-needed basis. Procedures for adjunct evaluation exist and are grievable.	Adjuncts responsible for two-hour orientation and availability to students without additional compensation. Part-time faculty have all responsibilities of full-time faculty.	Part-time get same health and dental coverage as full-time, earn sick leave and emergency credit (seven hours per month sick leave, four emergency leave days per academic year). Adjuncts can purchase health and dental at own expense. Retirement coverage for part-time and adjuncts unclear (refers to state retirement system provisions). Part-time faculty get same tuition waivers as full-time; adjuncts get any remaining SUNY tuition waivers and can take one course at the community college for each semester on space-available basis after full-time faculty take advantage of their rights.	Part-time are on full-time schedule. Get annual increase prorated of full-time faculty increase. Adjuncts paid by credit hour with higher levels for post-probationary (after eight semesters).	No language found.
Renton Technical College, Washington— unit includes all certified part-time employees. Combined-2	Only full-time faculty get office space. Evaluated quarterly using student evaluations. Pay includes adjustment of 25 percent to take into account preparatory activities.	Part-time faculty paid for teaching and all related services including preparation, grading, and record keeping. No mention of office hours. Extra compensation for one required in-service day per year.	Earn sick leave pro-rated to full-time levels, up to six hours per month. Can use for bereavement, personal emergencies. Can participate in sick leave pool (shared leave program). Pay is said to include an amount in lieu of fringe benefits, unless contracted for more than 30 hours per week get benefits.	Compensation based on step system that includes degree levels, requirements of completion of approved teacher training course, number of contact hours worked, and first aid card. Can apply part of compensation to an outside health plan.	No language found.

Addendum—Summary of Provisions: Contingent Faculty (continued)

Unit and Unit Type	Job Rights and Evaluation	Workload	Benefits	Salary	Intellectual Property
Seattle Community College, Washington—includes part-time and pro-rata part-time (2/3 more FTE) Combined-2	Some part-time faculty can get a two-quarter contract where average is 0.67 FTE to qualify them for benefits. Priority hiring list for those with satisfactory evaluations and employed at average 0.50 FTE for nine of last 12 quarters. Discussion of nature of evaluations for priority hiring and non-priority faculty.	Only full-time faculty required to have office hours or participate in committees. Additional compensation for distance learning curriculum development/revision.	Earn sick/emergency leave one day per month times percent FTE. To keep previously accrued, must work minimum of one quarter in four quarters. Some transfer from other Washington public colleges or state agencies or other institutions of higher education.	Step system with payment based on percentage of a quarterly rate and a "parity factor." Steps based on degrees and related experience.	No language found.
Shoreline Community College, Washington—unit includes all academic employees. Combined-2	Evaluations "regularly" for associate academic employees. Get affiliate status after seven of last nine quarters at 0.333 or more FTE with satisfactory evaluations. Some get pro-rate academic assignments at full-time rate of pay with guaranteed course load of 0.50 FTE for three consecutive quarters. Minimum of three such pro-rata contracts per year. All academic employees get access to phone, voice mail, computer, internet access, e-mail and printer.	Extra compensation for distance learning course development or when requested to be involved in extra-curricular activities.	Pro-rata personal leave based on four days per quarter for 1.0 FTE associate faculty. Health insurance based on state rules and regulations.	Steps based on degrees and experience at college.	Language on individual, college-owned, and shared ownership.
Suffolk Community College, New York—unit includes adjuncts. Combined-2	Courses assigned based on seniority in their discipline. Can limit adjuncts to one course per term for first three semesters after initially hired.	No specific language found on workload for adjuncts.	Adjunct professional development fund for those with five or more semesters of experience teaching three or more credits per semester; can apply for up to \$300 per year for professional conferences. Tuition reimbursement plan at college, including for spouse or dependent. Can buy into group insurance plan at cost plus two percent administrative cost. Can join NY State Teachers Retirement System and then get Social Security coverage of wages. Can have two absences per course per term without loss of pay unless meets only once per week, then one absence per course per term.	Paid by credit hour. Experience at college or another regionally accredited institution of higher education count toward placement on schedule.	No language found.
Ulster County Community College, New York—unit includes all part-time faculty Combined-2	Evaluated each semester including classroom observation and student evaluation, until after eight semesters, then annually.	No specific language found on workload for adjuncts.	Not charged if another adjunct faculty member covers teaching assignment. Can get sick leave of one hour per semester per credit hour taught, not accumulated. Must try to hold make-up sessions for classes missed due to sick leave. One tuition waiver per semester for credit-bearing courses, to be used only by employee not spouse/dependent.	Adjunct salary levels are by credit hour, varying by total credit hours taught at college (longevity levels).	Contract recognizes individual efforts, college supported efforts, and college sponsored efforts with varying degrees of faculty ownership.
Wenatchee Valley Community College, Idaho—unit includes all faculty. Combined-2	Division chairs review qualifications and credentials of part-time faculty to ensure that quality standards are maintained.	Limited to ten credits. Not required to hold office hours, participate in student advising or committee meetings.	Pro-rated sick/emergency leave (full-time accrue one day per month). Can transfer sick leave from other state agencies, colleges or school districts.	Rate based on quarter, pro-rated by FTE.	Task group to make recommendations on distance learning.