

**Statement on Behalf of the Adjunct Affairs Committee of the Faculty Senate: In Support of Adjunct Faculty Colleagues**

In these uncertain times, all members of the JMU community are working hard to cope with the crisis, to provide continuity and a quality educational experience for our students. This burden is being ably shouldered by all faculty, including the most vulnerable among instructional faculty - the adjunct faculty members, many of whom face increased uncertainty regarding their future employment in the coming academic year.

With these facts in mind, the Adjunct Affairs Committee requests that the Faculty Senate raise their voices in support of their adjunct colleagues, as provided in the accompanying Resolution, in which we ask the administration to protect adjuncts to the fullest extent possible. We thank the administration for their recent efforts on behalf of adjuncts; Provost Coltman has been a champion for adjunct faculty since arriving at JMU, and initiatives such as part-time faculty development funds are sincerely appreciated. We call on her, and JMU's senior leadership in general, to continue this pattern, and protect these most vulnerable faculty members, without whom JMU's educational mission would suffer.

## **Resolution: In Support of Adjunct Faculty Colleagues**

**Whereas** adjunct faculty at JMU are being asked to perform the same functions as full-time faculty with respect to continuity of instruction in the Spring semester during the COVID-19 pandemic;

**Whereas** converting classes to an online format involves significant time and effort beyond standard teaching expectations, and adjunct faculty have shouldered that burden alongside their full-time colleagues;

**Whereas** half (50.3 percent) of adjuncts responding to a 2019 survey have taught at JMU for ten or more semesters, and almost 20 percent have taught at JMU for more than 20 semesters, often filling needs at the last moment, illustrating their commitment to the University; and almost 70 percent of adjuncts derive a substantial portion of their income from teaching, with almost 30 percent reporting no other source of income, further illustrating their commitment to the University;

**Whereas** adjunct faculty are essential to JMU's ability to address its stated values of Academic Quality, Community, Diversity, Excellence, Integrity, and Student Focus;

**Whereas** JMU is a student-centered university as evidenced by its mission "We are a community committed to *preparing students* to be educated and enlightened citizens who lead productive and meaningful lives," and is a place where ethical reasoning in action flourishes;

**Whereas** the quality of students' education would be compromised by cuts to the adjunct teaching budget resulting in larger class sizes or the inability to offer certain classes, including many class sections in the General Education program, delaying students' progress toward their degrees;

**Whereas** almost a third of adjuncts surveyed in 2019 reported teaching from at least 7 to more than 10 credit hours per semester, on par with or exceeding a typical full-time faculty member's teaching load, further illustrating their importance to JMU's educational mission; and

**Whereas** the JMU administration, especially Academic Affairs under the leadership of Provost Coltman, has recently made important, much-appreciated initiatives for adjunct faculty, including provision of professional development funds;

**Be it therefore resolved** that the Faculty Senate of James Madison University asks JMU administration to continue its leadership in this area by doing everything in its power to retain its adjunct faculty in the 2020-2021 academic year, in order to provide the quality of education that JMU students expect and deserve.

**Be it further resolved** that the Faculty Senate encourages JMU leadership to consider implementing novel strategies to preserve adjunct employment, including consideration of innovative solutions like those [being undertaken at the University of Virginia](#).