

BILL NUMBER: 2020-01-31-04
NAME OF BILL: Adjunct Pay Period
DATE OF REQUEST: 1/30/2020
REQUESTOR: Karen Wezwick

COMMITTEE WORK:

Faculty Senate 1/31/2020 Feedback to Shared Governance Counsel
Academic Leadership 2/7/2020 No action recommended
Shared Governance Counsel 2/7/2020 Denied-Violation of anti-donation clause
(NM Statute)

STATUS: CLOSED



Shared Governance Issue Request

Bill # 2020-01-31.04 Title: Adjunct Pay Period

Submission Date: 1/30/2020 Starting Subgroup: FS

Complete the following information *on this page only*,
attaching additional documentation as needed.

Deliver 2 printed copies to Shared Governance Council.

Requestor(s): *Karen Wezwick* 1/30/2020
 Requestor(s): Karen Wezwick Department: VOC TRADES Extension: 1406

Description of Issue/Request: All of LCC Adjuncts work for 2 weeks before they EVER get a contract. This is unfair to them. They have already done the preparations to be able to teach the class (this is the bulk of their work for the class) It is extremely unfair to ask them to teach, without knowing whether or not they will continue after the second week. I propose to pay them from DAY ONE, and then cancel their contract if/when the class gets cancelled. If it does not—no harm, no foul, if it does, they've given their best effort, and have ben paid for it. It will incentivize them to stick it out more, and to recruit, if their numbers are short.

Why should this be addressed/addressed now? Because too many adjunct are quitting/or unhappy and Luna is losing valuable resources because of this poor HR practice.

Who will this impact? What are the costs? This impacts all of Luna, the costs are minimal, considering the lost students, the grieving Adjuncts, the extra work (phone calls/contacts) on the office Administrators and staff.

What are the expected outcomes/benefits? Happier adjuncts, less stressed Directors, more fulfilled / less dis-gruntled students, etc.



Shared Governance Subgroup Feedback

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Submission Date: 1/30/2020 Subgroup: Faculty Senate

Attach as supporting information to completed SGIR.

Date	Progress/Feedback
1/31/2020	<p>2 of 18 weeks for 3 credit hour class = \$100.34 / instructor / 3 credit hour class / week</p> <p>\$214.60 / instructor</p> <p>4 @ Springer w/ direct impact via Patricia Kuhlman</p> <p>Need HR input / can only act on policy once HR / Admin reconstructs adjunct contracts (personnel matter)</p>

SGC 1/31/2020

- Disenroll before 1st week of class
- Personnel issue / better communication
- 1 week fair if class is new?
- Actual number is end enrollment
- New classes to FT Faculty