POLICY 639 EXECUTIVE SUMMARY

Policy Number and Title: 639 Adjunct Faculty

Date:	March 6, 2026
Sponsor:	Steven Clark
Steward(s):	Kat Brown
Policy Process:	Regular
Policy Action:	Revision
Policy Office Editor:	Amanda Cooke
Embedded Attorney:	Click here to enter the name of the embedded attorney.

Issues/Concerns (including fiscal, legal, and compliance impact):
This policy has not been updated since 2014. Revisions will address lack of clarity about reappointments of satisfactory performers, standards about minimum training, professional expectations, protections and student evaluation use and feedback process and their impact on employment decisions.

Suggested Changes:

- Consider replacing a full employment application every year with a lighter-weight "intent to continue" or updated credential verification process or allowing departments to use multi-year adjunct pools to reduce administrative burden and increase consistency.
- Specify the minimum required training for employment and clarify compensation rules for required vs. optional training across departments.
- Add a statement affirming adjunct faculty's academic freedom parallel to Policy 635 and nondiscrimination protections.
- Define how student ratings of instruction are used in performance review and reappointment decisions.

Requested Approval from President's Council: Entrance to Stage 1

Proposed Drafting Committee: Kat Brown, Nizhone Meza, Amanda Cooke, 2 department chairs, Marnie Fisher or designee, an associate dean and 1-2 faculty members

Target Date for Stage 1 Draft to Enter Stage 2: Click here to enter a date.

Target Date for Board of Trustees Review: Click here to enter a date.