

The Contingent Faculty Organizing Committee makes the following observations to the Faculty Senate:

1. On July 31, the Senate passed a motion with more than 80% support to offer a degree of security and predictability to adjunct faculty who typically begin work preparing to teach soon after they enter an employment agreement with the university.
2. In response to the July 31 Senate motions, the Provost approved at least two weeks' compensation to any adjunct faculty member whose course is cancelled *after* the start of the term not due to cause. Courses are almost never cancelled after the start of term, so the clause added by the Provost effectively stripped the Senate motion of any effectiveness.
3. Adjunct faculty are often issued employment agreements (in lieu of contracts) extremely late or not at all, including after the start of the term, resulting in some cases in late payment of paychecks.

Therefore, in the interest of quality and stability in teaching, and recognizing the value adjuncts add to the university, the Faculty Senate resolves:

1. AGREEMENT INITIATION: DU will issue an employment agreement to adjunct faculty at least 21 days before the beginning of the term in which a course is to be taught unless:
  - (a) a class loses its professor within 21 days before the beginning of a term,
  - (b) a new section of a class becomes necessary due to over enrollment, or
  - (c) the adjunct faculty member is paid an additional one weeks' compensation (based on the regular adjunct compensation for teaching a course).
2. CANCELLATION: After an adjunct faculty member has entered into an employment agreement with DU, DU will pay at least two weeks' compensation if an adjunct-taught class is cancelled (except for cause\*) within two months of the start of the term or after the term begins.

\*Cause means acts by a faculty member prohibited by law or University policy which are inconsistent with professional standards recognized by the academic community (such as sexual, racial or other harassment or discrimination or engaging in conduct involving dishonesty, fraud, deceit or misrepresentation); willful neglect of duty; inability or refusal to carry out the responsibilities of a faculty member; or conduct which results in clear and demonstrable damage to the University.