

**SOUTHERN WEST VIRGINIA COMMUNITY AND TECHNICAL COLLEGE
BOARD OF GOVERNORS
SCP-2250**

SUBJECT: Hiring Adjunct Faculty

REFERENCE: West Virginia Council for Community and Technical College Education, Title 135, Series 9, *Academic Freedom, Professional Responsibility, Promotion and Tenure*, West Virginia Code §18-7A-35b(e), SCP-2580, *Part-time Employees: Classified Staff and Adjunct Faculty*, SCP-2171, *Establishing Minimum Standards and Qualifications for Instructional Faculty and Staff*

ORIGINATION: November 1, 1984

EFFECTIVE: May 18, 2017

REVIEWED: April 15, 2022

SECTION 1. PURPOSE

1.1 To establish rules for hiring part-time (adjunct) faculty.

SECTION 2. SCOPE AND APPLICABILITY

2.1 This policy applies to all academic supervisory personnel in employing part-time (adjunct) faculty.

SECTION 3. DEFINITIONS

3.1 Adjunct faculty are defined in SCP-2580, *Part-time Employees: Classified and Adjunct Faculty*, as part-time, non-tenure track faculty who do not meet the definitions of a full-time, temporary, or term appointment faculty as defined in Title 135 Procedural Rule, West Virginia Council for Community and Technical College Education, Series 9, *Academic Freedom, Professional Responsibility, Promotion and Tenure*.

SECTION 4. POLICY

4.1 The assignment of adjunct faculty members shall be made by the academic Dean subject to review and approval by the Chief Academic Officer. All adjunct faculty shall be selected through a systematic process designed to employ the most qualified person while adhering to the college's affirmative action plan, ensuring equal opportunity employment, and meeting the minimum standards and qualifications for instructional faculty in reference to SCP-2171, *Establishing Minimum Standards and Qualifications for Instructional Faculty and Staff*.

4.2 An adjunct faculty shall be used to supplement, not supplant, a full-time instructional staff.

SECTION 5. BACKGROUND OR EXCLUSIONS

5.1 None.

SECTION 6. GENERAL PROVISIONS

- 6.1 Adjunct faculty may teach a maximum of nine (9) credit hours per semester.
- 6.2 “Early Incentive Retirees” (retired between 4/1/88 and 6/30/89) from the West Virginia Consolidated Public Retirement Board Programs may teach a maximum of twelve (12) credit hours per semester without temporary loss of retirement benefits. This provision is provided in West Virginia Code for only adjunct instructors at Southern West Virginia Community and Technical College and West Virginia Northern Community and Technical College (See W. Va. Code §18-7A-35b(e)). The statute does not apply to any other retirees.

SECTION 7. RESPONSIBILITIES

- 7.1 The following steps are required for the selection and assignment of adjunct faculty:
 - 7.1.1 The Chief Academic Officer, working with the appropriate academic Dean shall determine if full-time faculty and instructional staff are being fully utilized prior to hiring an adjunct faculty to teach any specific course(s).
 - 7.1.2 If the full-time faculty member is not available, then the Chief Academic Officer, working with the academic Dean, shall solicit applications, using prescribed guidelines as to affirmative action and pre-established minimum standards and qualifications.
 - 7.1.3 Upon receiving the applications, the Human Resources Office shall forward these to the appropriate academic Dean who shall confer with the Chief Academic Officer to select the person(s) best qualified to instruct the course(s).
 - 7.1.4 An adjunct faculty agreement shall be developed and given to the adjunct faculty member by the academic Dean. Conditions relative to the number of class meetings required, dates, remuneration and pay frequency shall be specified in the agreement. Signed copies shall be retained in the adjunct faculty member’s file, located in the Human Resources Office.
 - 7.1.5 The academic Dean shall be responsible for ensuring the instructor completes the appropriate personnel and payroll forms which shall become part of the adjunct faculty member’s file. The academic Dean is responsible for ensuring all forms and documents are completed in accordance with applicable rules, regulations, and laws.
 - 7.1.6 The standard rate of pay for adjunct faculty shall be consistent for all adjunct faculty.
 - 7.1.7 This rate shall assume that the instructor will meet all sessions of the assigned class during the semester of employment.
 - 7.1.8 Exceptions to the standard rate of pay are:
 - 7.1.8.1 Reduction in salary for class sessions canceled because of instructor’s absence.
 - 7.1.8.2 Reduction in salary for not meeting the terms of the adjunct faculty agreement.
 - 7.1.8.3 Increase in salary if extenuating circumstance’s warrant (e.g., excessive travel).

- 7.1.9 The President’s Cabinet shall adjudicate salary rates as recommended by the Office of Academic Affairs in consultation with the Chief Human Resources Officer.
- 7.1.10 SCP-2171.A, *Faculty Credentials Certification Form*, shall be completed by the academic Dean and forwarded to Human Resources, along with the faculty member’s official transcript(s).
- 7.1.11 The adjunct faculty agreement, along with all personnel and payroll forms and documentation must be received no later than two (2) weeks prior to the first day of classes. The Chief Academic Officer must approve and sign all adjunct faculty agreements and forward to the Human Resources Office by the due date.
- 7.1.12 The Chief Human Resources Officer shall sign all adjunct faculty agreements and direct the Payroll Office to use the information provided to generate the adjunct payroll.

SECTION 8. CANCELLATION

8.1 None.

SECTION 9. REVIEW STATEMENT

9.1 This policy shall be reviewed on a regular basis with a time frame for review to be determined by the President or the President’s designee. Upon such review, the President or President’s designee may recommend to the Board that the policy be amended or repealed.

SECTION 10. SIGNATURES

President	Date

Attachments: None

Distribution: www.southernwv.edu

Revision Notes: January 5, 2007 – Policy Reviewed
November 2011 – Policy reviewed and updated to reflect current practices and titles.

December 7, 2016 – Policy revisions include removing titles of personnel and payroll forms (as these forms change periodically), and also changing the time frame when the adjunct faculty agreements are due to Human Resources in order to meet the personnel, payroll, and hiring deadlines as required by law.

April 15, 2022 – Revisions to policy reflect title changes, more precise language in relation to hiring practices, and references to certification of adjunct faculty credentials.