



## **Resolution on Use of “Adjunct Instructor” Job Title at UW-Whitewater**

**WHEREAS**, all forms of lecturer job titles were collapsed into a singular job title of lecturer when the Universities of Wisconsin underwent the Title and Total Compensation (TTC) process; and

**WHEREAS**, the TTC Title Library is considered a “living document”; and

**WHEREAS**, the job title of Adjunct Instructor has since been added, for use in limited circumstances; and

**WHEREAS**, the Academic Staff Assembly recognizes this update to the TTC Library;

**WHEREAS**, TTC still allows for very limited use of the term adjunct lecturer that is audited on a semi-yearly basis; and

**WHEREAS**, there are limited instances of the adjunct lecturer job title used at the University of Wisconsin-Whitewater; and

**WHEREAS**, adjunct lecturers are paid via a lump sum stipend that is set via a process separate and distinct from that of the lecturer job title;

**THEREFORE, BE IT RESOLVED**, that Section 14.01(C) of the Academic Staff Assembly Personnel Rules rules be amended to add Sub-section 14.01(C) (V) relating to Adjunct Instructor’s proper job title, in accordance with the TTC library, to read:

“Adjunct Instructor (as listed as Job ID 29653 in the TTC Title Library)

Specifies persons from a non-instructional institution and persons whose professional career is primarily outside of University instruction. Must be performing primarily instructional activities. In some circumstances the title may be appropriate for those whose full-time continuing teaching assignments are practicum-oriented. All new appointments to adjunct titles must have the prior approval of the Dean/Director of the division. Requests for such approval must indicate why an adjunct rather than lecturer title is appropriate. Such requests must be accompanied by a professional biography of the candidate. Use of this title is subject to semi-annual audit by the Office of Human Resources. Modified professorial functions have four prefixes or levels: Instructor, Assistant Professor, Associate Professor and Professor. The specific definition of each level for professorial academic staff titles is left to the purview of each unit in which the title is employed. However, differences between successively higher title levels must reflect demonstrable differences in experience and knowledge gained, applied to the specific duties of the function.

Adjunct Instructors hold less than half-time appointments, and are not eligible for promotion. They hold a working title of Adjunct Instructor or Student Teaching Supervisor. Nothing in this clause should be construed to say that someone with less than .5 FTE cannot hold a formal lecturer title.”

**BE IT FURTHER RESOLVED**, that the Human Resources Office assigns a job title of adjunct instructor only in cases in which the employee is less than 50% of full-time equivalency, and that nothing in this clause should be construed to say that someone with less than 50% of full-time equivalency cannot hold the formal lecturer title.



**BE IT FURTHER RESOLVED**, that the Human Resources Office will use one of the following two working titles to describe adjunct instructors, commencing with the fall of 2024 contracts.

1. Adjunct Instructor
2. Student Teaching Supervisor

**BE IT FURTHER RESOLVED**, that the Human Resources Office, in collaboration with Academic Staff Assembly, will work to reconcile anyone with the adjunct instructor job title that has a different working title than above, no later than September 30, 2024, to allow for determination of eligibility for the 2024-2025 promotions process.

<b>Action Date</b>	2/28/24			
<b>Action</b>	Approved	Rejected	Tabled	Other
<b>Vote Detail</b>	Ayes	Nays	Abstentions	Other