

Resolution on Adjunct Instructor Eligibility for Promotion

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 promotions process for Instructional Academic Staff established by Academic Staff Assembly in the fall of 2023 referred to all Instructional Academic Staff with the “lecturer” job title; and

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;

WHEREAS, all salaried lecturers are eligible for promotion under the 2023 ASA IAS promotion process; and

WHEREAS, use cases for the adjunct lecturer job title include departments such as First Year Experience hiring instructors for New Student Seminar, often on overload or change of status.

THEREFORE, BE IT RESOLVED that Section 13.01 (a)(i), 13.01(a)(ii) and 13.01(a)(iii) of the Academic Staff Assembly Personnel Rules be updated, to each include a bullet point that reads:

- “Adjunct instructors are not eligible for promotion. If an employee transitions to a lecturer job title from an adjunct instructor job title, time spent as an adjunct instructor will be counted toward the full-time equivalent requirement for promotional eligibility.”

BE IT FURTHER RESOLVED that Section 13.03 be added to the Academic Staff Assembly Personnel rules to read as follows:

“Promotions are effective at the start of the next contract, regardless of time between contracts. Returning as an adjunct instructor does not grant the individual the job title held in previous contracts. Nothing in this clause should be construed to apply to cases of contract non-renewal, lay-off, or termination for cause.”

BE IT FURTHER RESOLVED that until such time that above clauses are formally added to the personnel rules, that the promotions committee will not accept promotion applications for those under the adjunct instructor job title, and/or those whose only instructional experience is the New Student Seminar.



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