

INSTRUCTION AT IPFW
A RESPONSE TO CONCERNS ABOUT PART-TIME FACULTY

CONCERNS

A substantial percentage of courses offered on this campus is taught by part-time faculty; an especially high percentage of courses offered to entering freshmen is taught by part-time faculty. While many of these instructors are well qualified to teach the courses to which they are assigned, they cannot represent the university to incoming students with the authority and prestige of full-time faculty. Moreover, low pay and marginal working conditions discourage the best of these instructors from a continuing commitment to the university.

It is unlikely that the university will ever cease to rely on some part-time faculty; therefore, it is important not only to attract but also to retain the best possible part-time instructors. Because in most cases part-time faculty do not enjoy the same professional development support as full-time faculty and are not subject to the same review procedures as full-time faculty, the quality of their teaching may be neither adequately encouraged nor adequately monitored under the current system. Moreover, the lack of incentives may also discourage hiring and retention of the best part-time faculty.

Because strategic plans for the campus include an increase in the number of graduate programs, the number of graduate assistantships is likely to increase. However the nature of their position at IPFW and their role in the university's instructional program remain undefined.

GOALS

1. Decrease the number of associate faculty members by 25% during the next five years.
2. Improve part-time faculty instruction and morale.
3. Raise student retention rate through increased exposure to highly qualified instruction.
4. Develop high quality graduate programs with opportunities for teaching experience.

RECOMMENDATIONS

1. Create new full-time positions to replace some part-time faculty in lower-level courses:
 - a. **Instructor:** non-research appointment, 12-hour load

b. **Senior Instructor** (promotion status)

If placed on tenure track, these instructors would advise students, participate in departmental decision making, and serve on the faculty senate and other campus committees. In promotion and tenure decisions they should serve only on committees dealing only with decisions about other instructors. Schools or departments might pose other restrictions on participation in faculty governance.

2. Create new half-time position of Instructor with benefits (including PERF and medical insurance).

3. Define campus-wide criteria for graduate assistantships and increase the number of assistantships as called for by current and projected graduate programs.

4. Improve the quality of instruction by part-time faculty by

- a. Providing orientation and supervision for part-time faculty so that their courses are integrated with the academic programs and standards of the university.
- b. Offering opportunities for professional development of part-time faculty, e.g., support for attendance at conferences or seminars, compensation for coursework apposite to their teaching duties (such as the courses commonly required of graduate teaching assistants), provision for workshops, roundtables or other instruction in teaching methods.
- c. Improving remuneration and working conditions of part-time faculty to encourage them to consider themselves an integral and respected component of the university community.
- d. Reviewing part-time faculty performance through the standard measures of teaching effectiveness, e.g., student and peer evaluations, examination of course syllabi, assignments and tests.

ASPECTS OF COSTS AND BENEFITS

One full-time Instructor teaching with 12 hour per semester load	\$ 20,000
\$16,000 + 25% benefits	
Eight sections taught by part-time faculty at current rates	8,000
Immediate cost for one part-time to full-time Instructor conversion	12,000
Cost of upgrading part-time faculty salary and support for eight sections	4,000
Retention of one additional full-time student for one year	1,500
30 semester hours x \$50	
Retention of three additional full-time students for one year	4,500
Retention of eight additional full-time students for one year	12,000
Teaching Assistant teaching four sections per year	6,000