RESOLUTION TO GRIEVANCE ON USE OF ADJUNCTS

This resolution is provided in response to the grievance filed by the Bemidji State University Faculty Association.

The Issue:
The issue is the practice of hiring adjuncts in courses not requiring special expertise or short-term enrollment growth. Aspects of the issue include: (a) the special expertise requirement; (b) the value of having full-time faculty teaching courses; (c) the cost of the probationary faculty member in comparison to hiring an adjunct faculty person for a class; (d) growing revenue through enrollment as part of the solution; (e) and reducing the size of the applicable curriculum in a variety of majors across campus.

The Solution:
1. Add 4.50 FTE faculty positions. They are listed in the following table along with timeline to conversion to a tenure track position and trigger for creating the conversion.

<table>
<thead>
<tr>
<th>Department</th>
<th>Number Pos.</th>
<th>Fixed Term</th>
<th>Tenure Track</th>
<th>Trigger</th>
</tr>
</thead>
<tbody>
<tr>
<td>Anthro/Soc</td>
<td>1.0</td>
<td>2015-16</td>
<td>2018</td>
<td>Consistent, demonstrated need</td>
</tr>
<tr>
<td>Mathematics</td>
<td>1.0</td>
<td>2016-17</td>
<td>2019</td>
<td>Consistent, demonstrated need</td>
</tr>
<tr>
<td>English/Speech</td>
<td>1.0</td>
<td>2016-17</td>
<td>2019</td>
<td>Consistent, demonstrated need</td>
</tr>
<tr>
<td>English/Speech</td>
<td>1.5</td>
<td>2017-18</td>
<td>2020</td>
<td>Consistent, demonstrated need</td>
</tr>
</tbody>
</table>

a. Hire 1.0 fixed term instructor for next year to cover coursework in both Sociology and Anthropology, funded through university dollars allocated to the dean to cover course needs that are not met with the current staff of full-time faculty.
b. Hire 1.0 fixed term instructor in Mathematics in 2016-2017 to teach courses at the 1000-level and below. This position is funded through institutional dollars and a reduction in dollars spent for adjuncts and overload.
c. Hire 2.5 fixed term instructors in Speech and English, with 1.0 fixed term instructor hired for 2016-2017 and another 1.5 fixed term instructors for 2017-2018. The second phase of hiring would allow time for the department to modify the curriculum and make adjustments based on speech being in Goal Area I. Funding for these positions will come from institutional dollars and a reduction in dollars spent for adjuncts and overload.
d. All 4.5 positions are new and will not replace positions already identified to be filled by the administration or the Master Academic Plan.

2. “Consistent, demonstrated need” is defined as enrollments that meet the financial threshold for course viability, and concurrence from the Provost that there continues to be a need for the position.
3. All of the courses offered by these position additions will be taught “on-campus” with none of the courses being offered online.
4. These courses will be scheduled in a way to preclude and reduce course conflicts for students, i.e., scheduled across the day, scheduled on sequences that include Friday offerings, to be determined by the Dean for the respective discipline.
5. The hiring of adjuncts in the future will be in accordance with the Master Agreement between Minnesota State Colleges and Universities Board of Trustees and the Inter Faculty Organization.

Thank you for your assistance on this effort. This joint effort produces a commitment to the faculty and a commitment to our students in that scheduling conflicts should be reduced, retention should show improvement, and students will have a more efficient pathway to degree.

Dated this 7th day of August, 2015.

Dr. Jeff Ueland, BSUFA President

Dr. Richard Hanson, President