

**MOUNTWEST COMMUNITY & TECHNICAL COLLEGE**

**Board of Governors**

**POLICY No. H-19**

**Adjunct Faculty Qualifications, Appointments and Instructional Load (Part of Faculty Personnel Policy)**

**1. General Information**

1.2 This policy defines the role, conditions of employment and appropriate assignment of part time faculty members at Mountwest Community and Technical College

1.3 Passage Date: November 22, 2021

1.4 Effective Date: December 22, 2021

**SECTION 2.2. DEFINITIONS**

2.2.a. The term "adjunct faculty" refers to instructors who are employed to teach one (1) or more courses, not to exceed a total of nine (9) undergraduate hours for a designated semester with a maximum of 15 credit hours per academic year with no commitment on the part of the college for subsequent employment.

2.2.b. The term "adjunct faculty" may also refer to unpaid volunteers with a courtesy title or instructors employed by a partner institution holding a courtesy unpaid appointment with the College. These appointments may be for an extended period of time and are subject to College review and approval.

**SECTION 2.3. QUALIFICATIONS**

2.3.a. Adjunct faculty teaching transfer coursework will have eighteen (18) transcribed graduate credit hours in the content area. A Masters degree is the degree of preference for College adjunct faculty teaching transfer level coursework.

2.3.b. Adjunct faculty teaching occupational coursework will have fifteen to eighteen (15-18) transcribed graduate credits in the content area or a Bachelors degree and three (3) years of relevant occupational experience and/or relevant industry certifications and/or teaching experience or an Associate degree and three to five (3-5) years of relevant occupational experience and/or relevant industry certifications and/or teaching experience. A Masters or Bachelors degree are the degrees of preference for College adjunct faculty teaching occupational coursework.

2.3.c. A Faculty Development Plan will be developed and submitted to the office of Academic Affairs each semester of hire for any adjunct faculty holding less than a Bachelor's degree to

include an assigned full time faculty mentor, plan for development of classroom pedagogic and classroom management skills, as well as plan for progress toward completion of a higher degree.

2.3.d. Professionally related experience may be considered when evaluating an adjunct faculty's qualifications for appointment in lieu of graduate degree preparation, particularly in occupational program areas.

#### **SECTION 2.4. FACULTY APPOINTMENTS**

2.4.a. Adjunct faculty are appointed and employed to teach one (1) or more courses, not to exceed a total of nine (9) for a designated semester, with a maximum of 15 hours per year, with no commitment on the part of the college for subsequent employment.

2.4.b. Adjunct faculty may also be unpaid volunteers with a courtesy title or instructors employed by a partner institution holding a courtesy unpaid appointment with the college. These appointments may be for an extended period of time and are subject to college review and approval.

#### **SECTION 2.5. INSTRUCTIONAL LOAD**

2.4.a. College adjunct teaching faculty will not exceed nine (9) undergraduate credit hour teaching load per semester with a maximum of 15 credit hours per year. Adjunct faculty workload shall be calculated in terms of credit hours taught for lecture and contact hours for laboratory courses. Section sizes should generally be no larger than 30-35 students. Adjunct faculty may be hired to teach on campus or off campus. Dual credit and third-party coursework does not count toward total adjunct teaching workload per semester. Deans are responsible for maintaining adjunct teaching workload within stipulated limits.

2.4.b. Overload requests should be made only when necessary, and will not be approved for two subsequent semesters for any individual adjunct faculty member. Overload requests must be submitted to and approved by the Office of Academic Affairs.

2.4.c. Adjunct pay scales are based on academic credentials and workforce certifications that are applicable to effective teaching of course content.