

FACULTY SENATE PROPOSAL
FSP 2004/2005- 19

I. PROPOSAL NAME: Tuition Wavers for Adjunct Faculty and Families

II. STATED PROPOSAL:

The Faculty Senate proposes that Adjunct Faculty and their families be allowed tuition wavers for up to 15 credit hours per school year, provided they teach a minimum of 12 credit hours per school year. For those that teach less than 12 credits per school year, the Faculty Senate proposes that Adjunct Faculty and their families be allowed tuition wavers up to nine (9) credit hours per school year.

III. JUSTIFICATION:

Adjunct Faculty represent approximately half the members of the UCO faculty, yet they receive no benefits and have not received a pay raise in 15 years. In an effort to find ways to more equitably compensate adjunct faculty which do not require an immediate commitment to a long-term pay raise on the part of the UCO administration, the Faculty Senate seeks to find alternate methods of compensation. UCO full time faculty and staff already enjoy access to tuition wavers for themselves and their families for up to 15 credit hours per year. This benefit does not have a direct out-of-pocket cost to the university, although it does represent a modest loss of tuition revenue. Offering Adjunct Faculty similar access to tuition wavers may ease the burden of sending spouses and/or children to school, provide for some cost-effective continuing education for Adjunct Faculty, and also encourage Adjunct Faculty to choose UCO for their higher education needs.

We ask that the tuition wavers totaling 15 credit hours per school year be available to any Adjunct Faculty members who teaches a minimum of 12 credit hours per school year, or .5 FTE. This will recognize those Adjunct Faculty who have made the greatest commitment to teaching at UCO. For those Adjunct Faculty who teach less than 12 credit hours per school year, we ask that nine (9) credit hours per school year of tuition wavers be allotted. This will recognize the contribution that all UCO Adjunct Faculty make to the university community.

IV. BUDGET IMPACT:

There is no direct budgetary impact involved in this proposal. It does, however, represent an indirect budgetary impact in terms of a modest loss of tuition dollars.

Submitted 3/3/05

Adjunct Affairs Committee

Primary Author: Senator T. Vaughan

Assigned to: Faculty Welfare Committee