

Recruitment Timeline and Admin Guide for Part-time Adjunct Lecturer Faculty
(Adapt per your dept procedures and timeline, and confirm current W&M policies and procedures)
8/5/2024

Allocation

- Based on Dept/Prog request and Dean's decision, Chair/Dir receives **Adjunct Allocation memo** noting allocated part-time Adjunct Lecturers for next AY. Any additions to staffing funded by your allocation will require the approval of your Dean.
- Chair/Dir relays details of the allocation, including recruitment and/or reappointments, to relevant dept/prog faculty and staff. Admin staff should keep an annual excel record of appointments and funding.

Reappointment of current/active Adjunct Lecturers

- Adjunct Lecturers reappointed within one year of their last contract can be reappointed in the same dept/prog by sending a fully and correctly completed Faculty Appointment Form (FAF) to the Dean's Office.
- For adjuncts who regularly teach both fall and spring, a FAF for the *full AY* must be submitted so an annual adjunct contract can be issued. This is more efficient for the dept/prog, the Dean's Office, HR, and Payroll.
 - Courses, Credits, and Salary per semester for Fall & Spring appointments will be reflected separately on Annual Year Contracts.
 - Faculty may receive separate Fall & Spring contracts if courses are not reflected on the schedule at time of contract issuance.
- Part-time faculty may teach up to 14 total credit hours during the academic year (Fall/Spring) and up to 6 credit hours in Summer as long as they do not exceed a total of 18 credit hours in any one year (May through April). (Example: An adjunct who teaches 6 credit hours in Summer may teach a maximum of 12 credit hours in Fall/Spring, or an adjunct who does not teach during the summer may teach a max of 18 during the academic year).
- Update degree information on FAF if a higher degree has been earned since the last appointment. This is necessary for Dean's Office annual Faculty Verification.
- Term faculty assigned an additional "overload" course will receive an adjunct contract. If course is in a different unit they must go through the new unit's Adjunct Pool, with FAF submitted to the Dean's Office.
- Complete all required fields on the FAF: Courses, sections, credits, authorized salary based on credits, and cross-listings (coordinate form preparation with cross-listed dept). *See also section at end: Course Changes, Additions, Cancellations, Cross-listing*

New Appointments/Adjunct Lecturer Hires

- Refer to web resources, particularly: Search Matrix, and Adjunct Pool Position Description Sample, Pooled Positions in People Admin Guide, Creating a Posting Guide, Creating a Hiring Proposal Guide. <https://www.wm.edu/as/facultyresources/faculty-recruitment/index.php>
- Dept/Prog administrative staff serves as the Hiring Official (H.O.) in PeopleAdmin.

Search Waivers

- Required when applicants are specifically targeted for specific positions.
- Contact Faculty Personnel Services Manager for further assistance.

Position Description

- PeopleAdmin Hiring Official locates their Adjunct Lecturer generic "pool" Position Description (PD) under position management. Each adjunct PD serves as a department/program position.
- If all active positions are filled by current employees, the hiring official should create a new position by cloning the most recent active position and update for current recruitment needs. Prior to circulating for approval, list correct PD# in comments box so new position description can be assigned the correct number in HR.
- If a position is filled with a previously cleared employee, hiring official may update/reclassify position for recruitment purposes.
- The Adjunct Pool PD is intentionally generic with no dates listed. If the dept wishes to specify recruitment details, they should keep in mind that they will need to update their PD each year as recruitment needs change. Additional application special application instructions can also be added at the *posting* stage.
- A new or updated PD is necessary if current does not match the Position Description Sample, or if PD does

not have the Adjunct Lecturer title or correct “P” position number.

- Contact the Dean’s Office Faculty Personnel Services Manager for guidance and to confirm if the dept/prog is using the correct Adjunct Lecturer “P” position number.
- If generic Adjunct Lecturer PD and budget are current, dept/prog may go straight to posting.

Posting (Adjunct Pool can be posted as-needed for one year)

- The generic description and ongoing posting generates a pool of applicants at the ready. Pool postings close briefly once per year for auditing by HR, usually late winter or early spring before the next recruitment cycle.
- Hiring Official creates posting from the correct approved PD, but **do not circulate**; save draft in HO’s queue and notify HR Faculty Recruitment when posting is ready.
- Posting includes search & selection plan and specific instructions to the applicant for *this hiring cycle*.
- The posting can utilize the “screening questions” function in PeopleAdmin to facilitate the application review process. Optional settings can ask applicants to indicate their area(s) of specialization through radio-button pre-set choices or an open text field.
- Adjunct applicants must provide a CV, cover letter, teaching statement, and contact info for three (3) references (required). Candidates teaching statement can be included in cover letter.

Applicants

- Adjunct pools standardize the recruiting process in compliance with hiring regulations and auditing practices.
- Departments/programs with diverse faculty specializations may require separate adjunct pools & positions dependent on department/program need.
- New adjuncts hires, those teaching for a dept/prog different than original hire, past adjuncts who have had a break in service more than one year, and retired faculty returning to work as adjunct after the required waiting period, must apply to the pool.
- Human Resources calculates a break in service as one year from the time their prior contract ended and their new contract begins. This break in service requires a new I-9 and a background check.

Application Review and Selection

- List of applicant names can be downloaded by report from PeopleAdmin to excel to prepare screening rubric.
- HO provides search committee members with PeopleAdmin log in link and guidance on how to access applications.
- Search committee reviews applicants. Use the posting’s Search & Selection Plan and follow standard hiring practices.
- HO work with search committee to set up phone/Zoom interview times with final candidates. There is no recruitment funding from the dean for adjunct hires.
- Only one search committee is permitted per adjunct pool. For adjuncts, a search committee typically consists of 2-3 faculty members.

Hiring Documents

- HO initiate PA Hiring Proposal for finalist. Indicate authorized salary, begin date 8/10/XX (Fall) or 1/10/XX (Spring). Circulate for approvals.
- HP for academic year appointments should only reflect salary for fall. If department desires an academic year appointment, the salary for the adjunct will be submitted for the spring semester separately from the hiring proposal.
- Once hiring proposal is approved for verbal offer, the dept/prog may make a verbal offer of employment. Once the job offer is verbally accepted:
- Fac Appt Forms due: *early March for Summer School hires; late April for Fall-only or AY contracts; early November for Spring semester contracts.*
- Once verbal offer is accepted, prepare and submit the Adjunct/Summer Faculty Appointment Form through DocuSign powerform found on the Faculty Recruitment & Appointment webpage to the Dean’s Office to generate a contract.
- After contract is signed and returned, HR will initiate the background check and later generate the faculty 93#. The Banner 93# will be reported to the Dean’s Office to “flag” new instructional hires in Banner.

Onboarding

- Admins are copied on final contracts by DocuSign and the new hire instructions email sent to each candidate.
- Banner 93# will be sent to the dept/prog admin with instructions that must be sent to new hire to activate Email/UserID. Dept/Prog admin must reach out to new hire to facilitate on-boarding.
- HR will now assist new employees in I-9 verification. Refer to Dean's Office new hire instructions for more information.
- The home dept/prog admin retains contract copy, c.v. and application in employee's dept personnel file/e-file.

Breaks in Service, Termination, and Clearance

- Human Resources calculates a break in service as one year from the time their prior contract ends and their new contract begins.
- New adjuncts, past adjuncts with a break in service beyond one year, and retired faculty returning to work as adjunct after the appropriate waiting period, will also undergo a Background Check initiated by Human Resources once the adjunct contract is signed. This is noted in their contract.
- If an adjunct is not scheduled to return in the next year, dept/prog admin does IT Cherwell Clearance. Please hold clearing fall adjuncts until Spring in the event the department wishes to rehire for Spring or Summer service.

Course Changes, Additions, Cancellations, Cross-listing

- Changes to course schedule or cancellation due to low enrollment must be communicated as soon as possible to *both* the Registrar and the Dean's Office. Monitoring enrollment is the dept/prog's responsibility.
- **Because adjuncts are paid per-credit for a particular course, any changes to adjunct teaching assignments must be communicated to the Dean's Office through a revised FAF. The revised FAF should detail adjuncts full revised assignment for semester or AY.**
- Dept/Progs must coordinate with each other with respect to Cross-listed courses: Course scheduling, hiring and appointment (coordinate who will submit the FAF noting all cross-listed course details), and enrollments/cancellations.