



MINNESOTA STATE
Board of Trustees

AGENDA ITEM SUMMARY

NAME: Board of Trustees

DATE: November 20, 2024

TITLE: Study Session: Contingent Faculty

Action

Review and Discussion

This item is required by policy

PRESENTERS

Satasha Green-Stephen, Senior Vice Chancellor for Academic and Student Affairs

Eric Davis, Vice Chancellor for Human Resources

Kevin Lindstrom, President, Minnesota State College Faculty

Faith Ericson, English Instructor, St. Cloud Technical and Community College

Beth Weixel, English Instructor, Anoka Ramsey Community College

Jenna Chernega, President, Inter Faculty Organization

Hara Charlier, President, Central Lakes College

John Hoffman, President, Bemidji State University and Northwest Technical College

PURPOSE

Board members will learn more about contingent faculty appointments at Minnesota State and hear perspectives from faculty serving in contingent appointments as well as presidents from both the college and university sectors.

BACKGROUND INFORMATION

- Contingent faculty make up approximately 45% of faculty headcount in both the college and university sectors but comprise less than 25% of full-time equivalents.
- Nationally, according to data from the Integrated Postsecondary Education Data System (IPEDS), approximately 68% of college instructors and 61% of university faculty serve in contingent appointments and nearly half of all faculty in the United States are employed part-time. By comparison, Minnesota State has far fewer contingent faculty appointments.
- Colleges and universities may employ contingent faculty for a wide range of reasons, including:
 - Meet temporary staffing needs due to enrollment increases for which normal full funding is not provided; or to fill behind faculty who are reassigned to other duties or

who are on sabbatical, phased retirement, or on other leaves of absence

- Teaching courses that require special expertise and/or to meet special programmatic needs; to teach, advise or supervise students in clinical settings; to supervise student teachers or to teach music lessons
- Use of contingent faculty permits colleges and universities to experiment with offering new programs with relatively lower risk.
- Contingent faculty members are often active practitioners in the fine arts, business or other professional disciplines. They want to bring their experience into the classroom but are only available on a part-time or limited basis as they maintain a career outside of academia.
- Contingent faculty are excellent teachers / scholars, many times have earned their terminal degree in their field of study, have desirable career experience and are deeply committed to their students similarly as their unlimited and tenured faculty counterparts.
- Contingent faculty appointments typically terminate at the end of the stated period and carry no implication of future employment. However, colleges and universities will renew contingent faculty appointments year after year as contracts permit and needs and availability allow. Some Minnesota State contingent faculty have years of continuous service within the Minnesota State system.