DePaul University Part-Time Faculty Information Sheet 2015-16

About the University
To gain an overview of DePaul and to understand some key policies and procedures that apply to you as a part-time faculty member please view the following:

PT Faculty Orientation  http://go.depaul.edu/PTFacultyOrientation
Provides an overview of DePaul University and the faculty role

Adjunct Resources  http://offices.depaul.edu/oaa/faculty-resources/Pages/adjunct-resources.aspx
Academic Affairs information about resources and benefits available to PT Faculty

The Teaching Commons  http://teachingcommons.depaul.edu/
Comprehensive teaching resource for all faculty at DePaul

Getting Started at DePaul  http://hr.depaul.edu/ContributionFolder/Documents/Getting_Started_At_DePaul_6-24-11.pdf
Information about becoming a DePaul employee

Faculty Responsibilities
In order to best serve the students, part-time faculty are expected to perform all duties and responsibilities of a faculty member that are commensurate and consistent with the faculty member’s qualifications and the best interests of DePaul. This includes, but is not limited to the following:

1. Classes should begin and end at the university scheduled times for classroom courses and according to the course schedule for online courses.

2. Final examinations (or exercises) are expected to take place on the scheduled examination date and period as approved by the university. Final projects that are substituted for a final examination or exercise are expected to be due at the time of the scheduled examination date and period.

3. Faculty are responsible for teaching each class session as scheduled. If an instructor must miss a class or is not able to fulfill any of their responsibilities, the instructor must follow the school/college procedures of notification.

4. The syllabus serves as the faculty/student contract for the course and should include accurate class information and expectations. For classroom courses a syllabus must be distributed no later than the first class meeting. All syllabi must contain certain required information. Details about this information, as well as more information on creating a syllabus generally can be found at the Teaching Commons at http://teachingcommons.depaul.edu/Course_Design/constructing_a_syllabus/index.html.

5. Instructors are expected to establish a supportive learning environment in the course, and to give students feedback on an assignment by the third week of the quarter.

6. Instructors are expected to respond to two Progress Surveys each quarter addressing students’ participation and progress in their classes. These surveys are part of BlueStar in Campus Connect, an online system to support academic advising.

7. Instructors are expected to respond, in a timely manner, to student course, email and/or voicemail communications. Classroom instructors are expected to be available to students enrolled in their classes outside of scheduled course sessions. Online instructors are expected to monitor the course communications and email regularly.

8. Online instructors are expected to ensure that they have consistently reliable access to the internet and email, as well as access to computer hardware and software that meets the required technical specifications.
9. Instructors are expected to comply with all DePaul, school/college and department administrative and academic policies, procedures, guidelines and directives. University policies can be found at http://policies.depaul.edu/. All part-time faculty members are expected to familiarize themselves with this information and comply with all applicable policies and procedures.

10. Part-time faculty are expected to view and respond to their DePaul email.

11. At the conclusion of the appointment, please promptly return any University property or documents in your custody or control.

Compensation
Compensation will be payable in accordance with DePaul’s payroll policies, and is subject to applicable withholdings and deductions. Appointment is conditioned on your completing the I-9 form and providing an original document or documents that show your identify and employment authorization to work in the U.S. as required by the Immigration Reform and Control Act of 1986. The offer is also contingent on a background check, which includes university degree verification and a criminal conviction investigation. For questions related to this process please contact the school/college office.

Part Time Faculty Benefits
You are eligible to make pre-tax contributions to the DePaul University 403(b) Retirement Plan. Information about the plan can be found on the Human Resources web site at https://hr.depaul.edu/Benefits/403/index.html. Please note that eligibility for the University's 8% matching contribution requires a one-time completion of a course load equivalency of 1,000 hours for part-time faculty in any anniversary year of employment. Health benefits eligibility information is available at http://hr.depaul.edu/Benefits/Part-Time_Benefits/index.html
Finally, information regarding several perks available to you as an employee of the university may be found at https://hr.depaul.edu/ContributionFolder/Documents/Workplace_Learning/DePaul_Perks.pdf.

Employment Parameters
Employment as a part-time faculty member to teach a course is on a part-time, as-needed basis. This is a non-tenure-track appointment and part-time faculty are not eligible for tenure. DePaul University cannot guarantee that you will be reappointed or that, if reappointed, you will be given a course assignment each quarter or a minimum number of course assignments in any academic year. Please also keep in mind:

- This appointment and any course assignment may be terminated by DePaul at any time without notice, penalty or further obligation if, in DePaul's sole discretion, there is basis for such cancellation.
- DePaul reserves the right to cancel a course or reassign faculty to teach a course at any time if it determines there is insufficient enrollment, a necessary staffing adjustment, a schedule change or other DePaul basis for course cancellation.
- If the course is cancelled:
  - more than one month prior to the first scheduled class meeting there is no compensation
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- cancellation one month to one week prior to the scheduled first class meeting results in a fee equal to 10% of the total course fee
- cancellation from one week prior to the scheduled first class meeting through the end of the first week of classes results in a fee equal to 20% of the total course fee.

Appointment as a part-time faculty member to teach a course is also contingent on school or college staffing and course needs, course enrollment, availability, and the instructor's teaching abilities and satisfactory classroom performance. This appointment and any course assignment may be terminated by DePaul without notice, penalty or further obligation if the instructor (a) fails to perform the responsibilities of a part-time faculty member satisfactorily; (b) violates any academic or administrative policy or guideline; or (c) refuses to comply with any reasonable directive of DePaul.

University Notice
University employees, including part-time faculty, have a variety of obligations to report various types of conduct that they observe or that is reported to them by students or other employees. These obligations include, for example, an obligation to report discrimination or harassment on the basis of sex, including sexual and relationship violence; an obligation to report that a child under the age of 18 known to them in their professional or official capacity may have been subjected to physical or sexual abuse, may be at risk of physical or sexual abuse, or is being deprived of the proper or necessary care; and, under some circumstances, an obligation to report information about crimes on-campus. Depending on the situation, reports should be made to Public Safety, DePaul’s Title IX Coordinator, or the Illinois Department of Children and Family Services. Reports can always be made by contacting Public Safety at 773-325-7777 or 312-362-8400, and Public Safety will assist with explaining any other reporting obligations. Public Safety is open 24 hours a day, seven days a week. More information about specific reporting responsibilities can be found at https://compliance.depaul.edu/resources/index.asp. The university will require all employees to sign an Acknowledgement of Mandated Reporter Status form certifying that they understand their mandated reporting obligations at the time of hire. This form will be provided to you for signature at the time your hiring forms are prepared.

A copy of DePaul University’s Annual Security Report is available at http://publicsafety.depaul.edu/safety/index.asp. This report includes statistics from the previous three years concerning reported crimes that occurred on campus and on public property within or immediately adjacent to the campus. The report also includes institutional policies concerning campus security, such as policies concerning sexual assault, and other matters. If you would like a hard copy of the report, please contact the Crime Prevention office at (773) 325-7775.