



**Saint Martin's**  
UNIVERSITY

February 20, 2024

To: The Interim Co-Presidents of Saint Martin's University  
From: Adjunct Faculty Advisory Committee  
RE: Response to your letter requesting faculty input on the 2024/25 budget

Dear Dr. Heynderickx and Father Kilian,

As representatives of the Adjunct Faculty Advisory Committee, we appreciate the opportunity, as long-time faculty, to share our perspectives on the cost-saving measures outlined in your February 2, 2024, letter to the Faculty Senate.

After contemplating the offered decisions, we believe the best options are as follows:

- 1: Rolling back of this year's faculty salary increases rather than an across-the-board percentage decrease in salaries, which would penalize those who did not receive raises.
- 2: Reducing University contributions to the retirement plan.
- 3: Reducing the number of faculty through voluntary retirement, and so on.
- 4: Reducing options for regular faculty to decrease their teaching loads, whether through course releases, sabbaticals, or redundant committee work. These are times when adjuncts are called upon to fill the gaps.
- 5: Conducting thorough program reviews to dismantle under-enrolled departments / programs.
- 6: Reviewing / reducing the number of co-taught / cross-listed courses, as necessary.

While we would not like to see any of our University's adjunct positions cut, we do accept that it may be necessary.

However, if any reductions to the adjunct cohort occur, we formally request that ending any adjunct's relationship with Saint Martin's be conducted respectfully, with formal notice of appreciation and separation provided in advance, and fully reflecting the cornerstone of Saint Martin's: the Benedictine values of Dignity of Work, Justice, and Respect for Persons.

Respectfully,

Leslie A. Washko, Adjunct Faculty Committee Chair  
Julie Yamamoto, Faculty Welfare Committee Representative  
Jennifer Jamison, Faculty Senate Representative