Add an Adjunct Position for an Existing Employee

The following describes the process of adding an Adjunct position for an already active temporary or student employee. All requests should be initiated at least two weeks prior to the intended start date.

All paperwork generated in the selection process of the Adjunct will be kept at the department level. This paperwork includes the resume, application, two letters of recommendation, and transcripts. No paperwork should be sent to Human Resources.

WHO CAN INITIATE this process?
- Administrative Assistant
- Manager

*DO NOT USE THIS PROCESS for the following:
- Do not add an Adjunct position if the employee already has an Adjunct position in the supervisory organization.
- Do not add an Adjunct position for a Regular type employee. A Regular type employee is Managerial, AFT Professional Staff, Faculty, Instructional or Clinical Specialist, or Civil Service. A Regular employee type may also be referred to as Full-time or Permanent. In order for a Regular employee to teach a class in the fall or spring semester, the Approval/Payment Form for Teaching needs to be filled out and submitted. Managerial, Faculty, and Instructional or Clinical Specialists are not eligible to fill out this form.

ONLY USE THIS PROCESS for the following:
- An existing temporary or student employee is being hired as an Adjunct for the upcoming semester in a supervisory organization that you support.

If you have any questions or encounter any errors during this process contact Workday Customer Care (973-655-5000 option 3 or WCCSupport@montclair.edu).
**Approval Workflow in Workday**

1) Initiation of process by Administrative Assistant or Manager
2) Approval by Human Resources
3) Approval by Manager (this step is skipped if the process was initiated by the Manager)
4) Approval by Alternate Unit Head (this is the Dean or an assigned delegate)
5) Approval by Division Vice President
6) Once the approvals are complete, a task to enter payment will automatically be assigned to you to complete.

**Instructions**

1) Scan and send the Adjunct’s transcripts to the Office of the Provost with the subject line: Transcript for [Employee Name]
2) Search for the existing employee in the Workday search bar. Click on the employee to go to their profile.
3) On the worker profile below the employee’s name click on the related actions icon → Job Change → Add Job
Select the supervisory organization that the employee will be working under. Make sure the supervisory organization you select has the word “Temporary” in the title.

4) Select the supervisory organization that the employee will be working under. Make sure the supervisory organization you select has the word “Temporary” in the title.

5) Click OK at the bottom of the page.

6) Fill in the first section with the following information.
   - **Effective Date** = This is the hire date for the position. For Adjuncts it is the first day of class for the semester they are teaching.
   - **Reason** = Select New Position or Vacant Position

7) Fill in the second section with the following information.
   - **Employee Type** = Fixed Term – Adjunct (Fixed Term)
   - **Job Profile** = Adjunct
   - **Time Type** = Part time
   - **Location** = Select Main Campus, 855 Valley Road, or 1515 Broad Street
• **Work Space** = Search for the office location by room number. If the employee does not have their own office space then search for and select the building they work in.

• **Pay Rate Type** = Don’t change this field. It will automatically populate.

• **Scheduled Weekly Hours** = 0

8) Open the third section by clicking on Additional Details.

9) Fill in the third section with the following information. Do not fill in any other fields.

   *NOTE: Ignore the orange alert message about the FTE equaling zero.*

   - **Job Title** = Do not change this field.
   - **Business Title** = Do not Change this field.
   - **Default Weekly Hours** = 0
   - **End Employment Date** = For Adjuncts the end date can be up to 2 years in the future.
10) Click **Submit** at the bottom of the page.
11) Click the **To Do** button to continue the process.

12) The **Adjunct Hire Checklist** step is required and by clicking **Submit** at the bottom of the page you are attesting that you agree with the statement.

13) Click the **Open** button to continue the process.
14) Enter the cost center that will be used to pay the employee. The other worktags will get pulled in automatically.

15) Click **Submit** at the bottom of the page.
16) Click the **Open** button to continue the process.

17) Under Costing Allocation Level select **Worker and Position**.

**NOTE**: The costing allocation details are added for grant or gift funded positions and split funded positions. However, Adjuncts should not have any costing allocation details added because this will be added on the Adjunct's payment entry, if necessary.

18) Click **Submit** at the bottom of the page.

Once the position goes through all of the required approvals you will receive a Manage Period Activity Pay task for the Adjunct. This is how you will enter the payment information. Please refer to the Manage Period Activity Pay job aid.