Adjunct Faculty Proportional Increase Example: 3% Annual Increase

The board approved a 3% annual increase for FY16. An adjunct faculty member must teach 20.625 LEH or more to get the full 3% annual increase. If an adjunct faculty member taught less than 20.625 LEH in FY15, a part of the annual increase (equivalent to the value of a full time faculty step) is proportional based on the # of LEH taught. The scenario below explains how the annual increase for adjunct faculty is calculated if 6 LEH is taught in the previous year:

<table>
<thead>
<tr>
<th>Scenario: 6 LEH Taught</th>
<th>A</th>
<th>B</th>
<th>C</th>
<th>D</th>
<th>E</th>
<th>F</th>
<th>G</th>
<th>H</th>
<th>I</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY15 LEH Rate</td>
<td>$1221</td>
<td>6</td>
<td>3%</td>
<td>20.625</td>
<td>29.1%</td>
<td>$6.22</td>
<td>$1227 (rounded)</td>
<td>$15.26</td>
<td>$1242 (rounded)</td>
</tr>
</tbody>
</table>

**Adjunct Smith** had a FY15 LEH rate of $1221 (A) and taught 6 LEH (B) for the year (FY14). The Board approved a 3% annual increase (C) for FY16. This increase is calculated at 1.75% proportional part of increase (the value of a full-time faculty step) and 1.25% additional increase to equal a total of 3%.

To calculate the new LEH Rate:
- Divide the total LEH taught in the past year, in this case 6 LEH (B), by the maximum adjunct workload of 20.625 LEH (D). This equals the percentage of the proportional part of the increase taught or, in this example, 29.1% (E).
- Multiply 29.1%, or .291 (E), by 1.75%, or 0.0175 (value of a full-time faculty step), by the FY15 LEH Rate of $1221 (A). This equals the dollar amount of the proportional part of the increase or, in this example, $6.22 (F).
- Add the FY15 LEH Rate (A) and the dollar amount of the proportional part of the increase (F) to get the adjusted LEH Rate or, in this example, $1227 (G) (rounded).
- Then, the 1.25% additional increase is calculated by multiplying Adjunct Smith’s FY15 LEH rate of $1018 (A) by 1.25%, or 0.0125, showing an additional increase of $15.26 (H).
- Add the FY15 LEH Rate (A) plus the dollar amount for the proportional part of the increase (F) plus the dollar amount of the additional 1.25% increase (H) to get the new FY16 LEH Rate or, in this example, $1242 (I) (rounded).

The new LEH rate for Adjunct Smith at the 3% annual increase is $1242 (I) (rounded).

**Note on Calculations:**
- The value of a full-time faculty step for FY16 is 1.75%.
- When changing percentages to a decimal equivalent for calculation purposes, the percentage is divided by 100 to get the decimal equivalent.
  - Example:  1.75% = 175 / 100 or 0.0175; 1.25% = 125 / 100 or 0.0125
- LEH Rates are rounded to the nearest dollar amount.