

Adjunct Faculty Proportional Increase Example: 2% Annual Increase

The board approved a 2% annual increase for FY12. An adjunct faculty member must teach 20.265 LEH or more to get the full 2% annual increase. If an adjunct faculty member taught less than 20.265 LEH in FY11, 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:

	A	B	C	D	E	F	G	H	I
Scenario: 6 LEH Taught			Board Approved Increase (1.8% for Step and .2% Additional Increase)		E = B / D	F = (E x 0.018) x A	G = A + F	G = A x (.002)	I = G + H
	FY11 LEH Rate	# of LEH Taught in FY11		Required LEH Load to Get Full 2% Increase	Portion of Raise Depending on LEH Taught	Dollar Amount of Increase with 1.8% (Proportional Part of Increase)	Adjusted LEH Rate with 1.8%	Dollar Amount of Additional .2% Increase	New FY12 LEH Rate
	\$1018	6	2%	20.625	29.1%	\$5.33	\$1023 (rounded)	\$2.04	\$1025 (rounded)

Adjunct Smith had a FY11 LEH rate of \$1018 (A) and taught 6 LEH (B) for the year (FY11). The Board approved a 2% annual increase (C) for FY12. This increase is calculated at 1.8% proportional part of increase (the value of a full-time faculty step) and .2% additional increase to equal a total of 2%.

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 1.8%, or 0.018 (value of a full-time faculty step), by the FY11 LEH Rate of \$1018 (A). This equals the dollar amount of the proportional part of the increase or, in this example, \$5.33 (F).
- Add the FY11 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, \$1023 (G) (rounded).
- Then, the .2% additional increase is calculated by multiplying Adjunct Smith's FY11 LEH rate of \$1018 (A) by .2%, or 0.002, showing an additional increase of \$2.04 (H).
- Add the FY11 LEH Rate (A) plus the dollar amount for the proportional part of the increase (F) plus the dollar amount of the additional .2% increase (H) to get the new FY12 LEH Rate or, in this example, \$1025 (I) (rounded).

The new LEH rate for Adjunct Smith at the 2% annual increase is \$1025 (I) (rounded).

Note on Calculations:

- The value of a full-time faculty step 1.8%.
- When changing percentages to a decimal equivalent for calculation purposes, the percentage is divided by 100 to get the decimal equivalent.
Example: 1.8% = 1.8 / 100 or 0.018; 0.2% = 0.2 / 100 or 0.002
- LEH Rates are rounded to the nearest dollar amount.