Frequently Asked Questions

1. Will Adjunct Faculty be placed on the full-time faculty salary scale?

No, Not entirely.
A placement scale has been created for adjunct faculty, steps 1-10 that is equivalent to the full-time faculty salary scale at a ratio of 68.75% per LEH.

For adjunct faculty above step 10, the faculty member will have an LEH rate equivalent to full-time faculty with equivalent education and experience or if higher, the employee’s current LEH rate will be grandfathered.

Because adjunct compensation rates may be higher than the equivalent full-time faculty rate, adjunct faculty salaries will not be on a scale but on a range grid based upon the level.

2. Who gets grandfathered in this new compensation plan?

Current adjunct faculty, steps 11 and above, will have an LEH rate. The rate will be the higher of the equivalent full-time faculty rate (at 68.75%) or the current LEH rate. Thus, employees that already have a rate higher than the full-time faculty rate at 68.75% will have their current salary maintained or grandfathered.

The administration’s objective is to allow adjunct faculty to keep their current rate if it is higher than the proportional rate.

3. Who gets initial placements for fall 2010?

All adjunct faculty will receive a placement and LEH rate for fall 2010. This placement rate will be no less than 68.75% of the equivalent full-time faculty rate. From fall 2010 current adjunct will receive any annual adjustment approved by the Board. No future placements will be done unless there are additional graduate hours to be counted.

Adjunct faculty who are due the regular “initial” placement after teaching two (2) semesters will also be placed in fall 2010.

Adjunct faculty on steps 1-10 will receive an initial placement based upon the new placement scale.

4. What are “levels”?

Levels represent the education requirements on the Full-Time Faculty Pay Scale. When an employee attains an additional 24 or 45 graduate hours or a doctoral degree the
employee is eligible to be considered for the next level and additional compensation. See Appendix D.

5. What are “steps”?

Adjunct Faculty are currently on a step. Employees will be moved to the same step on the full-time faculty scale and the step becomes a placeholder.

6. What is the range?

Current Adjunct Faculty will be placed on a range grid based upon the levels. The range grid is a listing of adjunct faculty grouped by educational level. Each level has a range of adjunct salaries for that level.

7. Why was 68.75% chosen as the ratio?

An evaluation of the workload of full-time faculty as compared to the workload of adjunct faculty yielded a ration of 68.75%. See Section III.

8. How will I be able to change my level in the future?

Upon receipt of additional graduate hours (24, 45 or doctoral degree) an employee may apply for a different level. The employee should submit the required materials to HR Compensation for review. Placement changes are effective in the fall. Guidelines will be located on the HR Compensation website.

9. How is longevity calculated?

One year of longevity credit is awarded each time an adjunct faculty teaches at least two of the three semesters in an academic year.

10. How are hard-to-fill courses affected?

Full-time faculty are not compensated for hard-to-fill courses. Therefore, adjunct faculty will be paid at the same rate for teaching hard-to-fill courses as any other course. The hard-to-fill designation will cease to be used.