

## 2466 - Adjunct Faculty Compensation

Barton employs adjunct faculty to assist Barton achieve its instructional mission. Adjunct faculties serve on an "as needed" basis and are contracted to teach in support of an existing program and/or special instruction project. Barton compensates adjunct faculty for their contributions to the delivery of instruction according to the following procedure:

1. Adjunct faculty [credentials are evaluated to ensure compliance with the Higher Learning Commissions Guidelines for Determining Qualified Faculty and detailed in the Faculty Qualifying Credentials document](#) ~~are paid based on their educational credentials related to their teaching assignment.~~

[All adjuncts must meet these criteria and are paid at the rate of \\$600 per credit hour rate. Payments for specific credential achievement are as follows: Adjuncts teaching fully online classes receive an additional \\$150 per credit hour pay for the additional work/responsibilities required of quality online learning.](#)

- ~~a. Masters and Ph.D. (\$515)~~
  - ~~b. Bachelors (\$490)~~
  - ~~c. Associate (\$410)~~
  - ~~d. In the absence of an associate degree, adjunct faculty members with specialized, subject-specific certifications will be paid at the associate degree level.~~
2. Payment amounts are fixed for the length of the adjunct faculty member's employment with the College unless there is a credential change.
  3. [Divisions and departments are expected to offer pro-rated payment to faculty members for classes with less than the required minimum. Faculty members have the right to reject pro-rated payments.](#)
  4. ~~Consideration may be granted for a payment differential on a case-by-case basis as approved by the appropriate Dean.~~
  5. Class minimums are [established by the institution](#) ~~six students~~. Exceptions to class minimums will be considered on a case-by-case basis by the appropriate Dean.
  6. ~~Divisions and departments are expected to offer pro-rated payment to faculty members for classes with less than the required minimum. Faculty members have the right to reject pro-rated payments.~~
  7. The preceding procedures ~~do not~~ [may or may not](#) impact [faculty](#), instructors, trainers and/or presenters involved with ~~BARTONline, eCourses,~~ non-credit programs, [contracts](#), customized projects, ~~ABLE events~~ and/or programs with scarcity of teaching resources.
  8. [Consideration may be granted for payment differential on a case-by-case basis as approved by the appropriate Dean.](#)
  9. The recommended payment format is an overall instructional recommendation and is intended to be managed consistently [and in a fiscally responsible manner.](#)

### Other Adjunct Faculty Compensation Considerations...

## **APPLIED MUSIC CLASSES**

Applied music classes are offered for one-credit hour and are taught as private 50-minute classes once a week.

**Example:** If an instructor is teaching three applied piano students, then the instructor meets with each student separately for the 50-minute lesson.

Adjunct faculty members assigned to teach these classes will receive a \$100 base pay plus \$150 per enrolled student.

### **Contacts(s):**

Vice President of Instruction and Student Services

### **Related Form(s):**

**Relevant Policy or Procedure(s):** [1476-Employee Pay Schedules and Faculty Load](#)

**Approved by:** President

**Date:** 7/28/08

**Revision(s):** 2/23/09; 7/19/12