

Employee Questions/Comments 2466-Adjunct Faculty Compensation

Employee 1 Questions/Comments:

Just curious if this pay scale is *a/so* for full-time faculty who teach overload (whether on-line or FTF).

It does not specify in this policy.

Employee 2 Questions/Comments:

Is line item # 2 obsolete?

Employee 3 Questions/Comments:

“Payment amounts are fixed for the length of the adjunct faculty member’s employment with the College unless there is a credential change.” Question: Would we want to say, “unless there is a credential change and/or a raise in compensation rates?”

“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.” Comments: I’d add the word adjunct before faculty in both places. Where it says faculty can “reject”, I think it should say “decline.”

“Consideration may be granted for payment differential on a case-by-case basis as approved by the appropriate Dean.” Comment: I think item #5 and item #8 should be combined.

“The recommended payment format is an overall instructional recommendation and is intended to be managed consistently and in a fiscally responsible manner.” Question: Is it recommended?

Employee 4 Questions/Comments:

My question with this policy change is how will it affect substitute instructors. Currently we pay hourly employees who sub during his/her normal work hours a different rate based off of his/her education level.

Employee 5 Questions/Comments:

Please consider my concern about the wording of #'s 3 and 7 in the attached document.

In # 3, the use of the word faculty is ambiguous because the section is about adjunct faculty and the word adjunct is used inconsistently throughout the entire document. So I don’t know if that is an error or if the administration is changing policy for full time faculty also.

In # 7, I need clarification of the use of the word contract here. Is it employment contract with adjunct faculty or with full time faculty or does this mean a contract the school might have with another entity for educational services?

Employee 6 Questions/Comments

I have a few questions about this revised procedure:

1. **Under #1:** if we are pulling the difference in pay for adjuncts (everyone gets \$600/CR/HR), how should we be addressing substitutes? I believe GB may not pay for substitutes for their classes, but FR and FL do. We currently pay a difference in what they would've made at their staff position and what their degree status is at that moment (I hope that makes sense). Should we just pay a flat fee? (This is for LSEC only). Should we change the title of the procedure to reflect Substitute teaching too? (unless there is already something in place).
2. **Also under #1:** I think there may be some confusion about Full time Faculty being considered Adjunct in BOL teaching. They make the pay as if it is "overload" because it's not worked into the contract they sign to teach the F2F classes. Should we consider changing the title to "Adjunct Faculty / Overload Compensation"?
3. **Under #2:** Where it says "Payment amounts are fixed for the length" of their employment, does that mean *if* we as Administration change the fee structure they would still stay at the \$600 per credit hour or should we put a line in there that their compensation will follow all increases/decreases decided by the College and Board of Trustees (something like that)? Also, if we are not paying in relation to their degree status, that last line should be pulled (in my opinion) because it says "unless there is a credential change", but we aren't paying based on credentials. Only FT Faculty in F2F classes have the difference in pay in their salaries.