

2466 - Adjunct Faculty/~~Overload~~ Compensation

Barton employs adjunct faculty to assist Barton achieve its instructional mission.

Adjunct faculty ~~ies~~ serve on an "as needed" basis and are ~~assigned~~ ~~contracted~~ to teach in support of an existing program and/or special instruction project.

~~Full-time faculty, when teaching on overload, are considered adjunct and are also compensated per this procedure.~~

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 Those teaching classes 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. Adjunct/Overload faculty, teaching face-to-face classes, members have the right to decline reject pro-rated payments. In this case the class may be assigned to another instructor or cancelled.~~

- ~~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, 3rd party 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.

Adjunct Serving as a Substitute – Substitutes for another instructor's class, when qualified in that discipline to teach that subject and when the scheduled class falls outside of the substitute's normal working hours, will be paid \$25 per hour.

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

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