

Fair Compensation for Quality Instruction

From: The Tennessee Conference of the American Association of University Professors (AAUP)

To: The Tennessee Board of Regents (TBR)

*By the Tennessee AAUP Committee on Part-time and Non-tenure-track Appointments
January 2008, Revised May 2008*

The Tennessee Conference of the AAUP agrees with our national organization when it asserts, "Excessive use of, and inadequate compensation and professional support for, such contingent faculty exploits these colleagues and undermines academic freedom, academic quality, and professional standards. It is essential to improve the compensation and professional support opportunities for contingent faculty."

Though we recognize that some level of part-time instruction is necessary to the efficient operation of each TBR institution, we also emphasize the principle stated in TBR General Personnel Policy 5:01:00:00, that "the president or director shall insure that all employees shall be paid equal wages or salaries for equal work in positions the performance of which requires equal skill, effort and responsibility, and which are performed under similar working conditions." Because guidelines setting maximum pay levels for part-time faculty have not been adjusted since 1998, and because fair rates of compensation are more likely to attract and retain competent classroom instructors, we urge the TBR to amend personnel guideline P-050 to allow the maximum part-time faculty pay rates listed below.

We further urge each TBR campus to verify its compliance with the directive in guideline P-50 to set "criteria for assigning part-time faculty to the four levels" according to "such factors as educational qualifications, market differentials, and professional experience."

The proposed maximum levels in TBR guideline P-50 would be as follows:

Level	Semester Rate per Credit Hour Maximum
1	\$850
2	900
3	950
4	1000

- We urge each campus to set rates that best reflect local market and cost-of-living conditions, as well as its own budgetary constraints.
- We also request that TBR conduct a system-wide review of adjunct salaries every three (3) years to ensure that adjunct salary rates remain appropriate and competitive. Ideally, TBR would adjust the adjunct pay scale to keep pace with the cost-of-living raises granted to all other state employees.

TBR Guideline No. P-050
Subject: Part-Time Faculty Compensation

Section D.3 of the Tennessee Board of Regents' General Personnel Policy (5:01:00:00) provides that "Part-time instructional personnel shall be paid on the basis of the credit ~~or noncredit~~ hours taught, pursuant to such guidelines and/or schedules as may be established by the Board." The rates set forth in this schedule shall be considered maximum rates for compensation of part-time faculty.

A. Universities, Community Colleges, and Technical Institutes:

<u>Level</u>	<u>Rate per Semester Credit Hour</u>	
4	\$700	\$1000
3	\$650	\$950
2	\$600	\$900
1	\$550	\$850

Summer pay P-055
method pay - minimum
P 055
 700
 650
 600
 550

B. Technology Centers

<u>Level</u>	<u>Rate per Clock Hour</u>
4	\$30
3	\$25
2	\$22
1	\$20

Each institution will develop criteria for assigning part-time faculty to the four levels. The criteria may include such factors as educational qualifications, market differentials, and professional experience. Exceptions to the schedule may be approved by presidents or directors based on bona fide market studies which can be documented.

Source: March 5, 1977 SBR meeting. Revised March 4, 1977; September 18, 1981; November 8, 1982; September 30, 1983; September 21, 1984; November 10, 1987; May 16, 1989; February 9, 1993 Presidents Mtg.; May 5, 1998 Presidents Mtg.

ADJUNCT FACULTY PAY RATE SURVEY

Institution	Location	Adjunct Pay Rate	Rate	Explanations	Source	compared to
George Mason University	VA	\$765 - \$1200	per didactic hour	Three contract hours	Faculty handbook	UOM, MTSU
Sam Houston State University	TX	\$18,000 - 72,000	annual		Provost's Office	APSU, UTC, TSU, UOM
Old Dominion University	VA	\$819 - \$945	fixed rate within rank for each credit hour		Adjunct Faculty Handbook	MTSU, ETSU, TSU
Jacksonville State University	AL	\$1500 - \$2000	three hour course		email	APSU, UOM, UTM
Frostburg University	MD	\$2,000 per course Masters - \$2000 ; Ed Specialist or JD - \$2150 ; Doctorate/Terminal Degree - \$2300	per course	up to three courses a semester	Maryland Higher Education Commission	UTM
Valdosta State University	GA	\$2100 - 100 - 500 level courses; \$2,400 - 600 level courses; Retired faculty - \$2,400 - 100 - 500 level courses; \$2,700 - 600 level courses	per 3 hour course	up to 2 courses a semester	email from VP - Academic Affairs	APSU
Morehead State University	KY	They shared their survey with us. It is attached.	per 3 credit hours		email from Provost's Office	APSU
Florida Atlantic University	FL		3 credit hours	no formal pay range or policy	email from Associate Provost	MTSU, ETSU
UT Chattanooga	TN	\$2,000	3 hour course	Allows departments to negotiate higher pay to recognize market forces. Contract never exceeds \$4,000 - 6,000	email from Associate Provost for Academic Administration	
UT Martin	TN	\$605	per credit hour		email from UTM	
UT Knoxville	TN	no set rate		each individual college and department establishes adjunct pay	email from Office of the Provost	
Salisbury State University	MD	\$2,200 - 2,500		see email	email from Salisbury	APSU, UTM
Louisiana Tech University	LA	\$1,500 - 6,000	3 semester hour course	depends on course and level, credentials of faculty, discipline and adjunct availability	email from Academic Administration	TTU, UTC
Appalachian State	NC	\$900 - 1,125	per credit hour	based on degree	email from Vice Provost	APSU, TTU, UTC, UTM, ETSU
University of Georgia	GA	\$25,000 - 100,000	annual	determined by discipline school and/or department head	email from Provosts Office	UTK
Texas A & M	TX	no set ranges		determines rank and ranges.	phone call from John Scruggs. - Provosts Office	APSU, UTK

