

Faculty Senate Minutes

February 10, 2015
LC 243, 3:00-5:00 pm



Present: Christa Albrecht-Crane, Steve Allred, Jon Anderson, Anne Arendt, Nicholas Ball, Howard Bezzant, Debanjan Bhattacharjee, Kathy Black, Dean Bohl, Mark Borchelt, Mark Bracken, Clayton Brown, Kat Brown, Leo Chan, Marty Clayton, David Connelly, Karen Cushing, David Dean, Matthew Draper, Debora Escalante, Doug Gardner, Tracy Golden, Vance Hillman, John Hunt, Yang Huo, Ellis Jensen, Ryan Leick, Dianne McAdams-Jones, Gary Measom, Gary Mercado, CheolHwan Oh, Jeff Olson, Dennis Potter, Sheri Rysdam, Makenzie Selland, Allison Swenson, Craig Thulin, Violeta Vasilevska, Alex Yuan

Excused or Absent: Scott Abbott, Deborah Baird, Joel Bradford, Monica Campbell, Courtney Davis, Violeta Fedeczko, Barry Hallsted, Matthew Holland, Carolyn Howard, Dianne Knight, David Morin, Tyler Nelson, Cyrill Slezak, Mallory Wallin (UVUSA)

Call to order – 3:06 p.m.

Approval of Minutes from January 27, 2015. Minutes approved.

President (by David Connelly)

- Connelly encouraged faculty to view the State of University if they were unable to attend the event. The President discussed upcoming matters of master planning and academic master planning.
- The Legislature held a discussion yesterday on performance-based funding, so the President is addressing critical issues in this area.

SVPAA

- AAC had a conversation regarding large classrooms today. They are aware that large classrooms are not to save money, but trying to determine ways to provide better resources to support the resolution from Faculty Senate.
- Olson provided a follow-up on State of University by re-emphasizing the need to use technology without decreasing quality. It is important to get faculty involved in exploring the best research on this topic to expand enrollment while at the same time maintaining quality.
- Senator Urquhart surprised everyone in the legislative meeting by distributing a handout with his proposal on performance-based funding.
- School of the Arts has secured \$15.4 million in funds towards our target of \$18 million of the \$36 million needed for the performing arts building; however, the building is low in priority by the Board of Regents and Legislature. We hope to at least get the money to plan the building this year.
- Thulin asked for clarification from Olson on his statement about the use of large classrooms, technology, and the fact that it's not about the money. Olson noted that it is more about

resources, providing more access, and using technology more effectively. He provided an example of internships and how effective technology could enrich the experience. Olson noted that he wants to focus primarily on access and quality. Thulin wants to make sure we are reflecting what we truly mean.

- Hunt expressed concern over resources both financially and physically to support large sections. Olson reassured the faculty that AAC is committed to providing the resources and making sure they are fungible enough to support large sections. He also wants to make sure the funds are available sooner to be more effective.
- UVU enrollment projection for 2020 is 40,000+.
- Leick asked for clarification on centralized advising. Olson reported that a consultant was brought in to evaluate completion, but we learned she also had expertise in advising. She met with advisors, students, several deans, and department chairs then provided some recommendations. She noted that advising is a profession and advisors need to be embedded whether it is in the departments, or schools and colleges. The consultant respects the fact that UVU values the importance of advising than any other institution she has consulted, but noted there is so much variability among advisors about their own expectations. Olson noted that we have anecdotal information and wished we had a better way to assess advising. Connelly noted that the term “centralized” advising is not what we are working towards, but more of a hierarchal structure. Olson requested Mark Bracken send the references he cited in the meeting. Consultant also recommended career paths for advisors.

UVUSA

- Applications for TEDx due February 18, 2015. Wolverine Achievement Nominations are due February 20, 2015.

Smoking Survey

- Connelly reported that he received a few from survey responses. Total responses received by senators is now 37 with a vote count of 25 no's and 12 yes'.

Adjuncts

- Arendt reported that the committee examined adjunct rates in the mountain west area. She reviewed the handout. Based on the research, UVU is right on the mark at \$875 per credit hour.
- Some concerns were raised with not using data from all of UVU's comparable institutions. They would also like cost of living included in the report.
- Recommendations by the committee were reviewed. Arendt stated that for Recommendation 3, if UVU is already paying at the high end of the range, to just have one range. It was suggested that Recommendation 1 include updating the salary comparisons every five years to be sure the university is keeping on track. Faculty Senate needs to take ownership and also add our comparable institutions.

- Bezzant reiterated that he does not believe the position of adjunct was ever intended to be a full-time position with benefits.
- Brown noted she is creating a faculty salary review committee from all the schools/colleges. Connelly will resend an email seeking recommendations. Brown noted it will be a lot of work for a short period of time.
- Bracken suggested looking at SLCC's formula for calculating adjunct hours. Brown also noted that we are also staying within our policy limits. Bracken will forward the information.
- Brown recommended having an adjunct in-service day, but noted we cannot make it mandatory, as a way to show appreciation for the work they do. Arendt noted that her intent was to show support for adjuncts in other ways than having them walk out.
- An amendment was proposed to delete the work "Consider" at the beginning of Recommendation 2. This friendly amendment was accepted by the committee.
- Anderson recommended promoting the adjunct in-service day by sending the word out prior to the Adjunct Walk-Out Day. Bezzant expressed concern about not having all the details set prior to announcing an event.
- Connelly recommended distributing this information along with the resolution from last year to show UVU's intent to improve the adjunct situation and ask departments to do something on February 25, 2015 to show their appreciation.
- Brown noted that she recommended to the deans to submit a plan to provide funding for adjuncts to attend meetings and submit it as a PBA request.
- **MOTION** – Jon Anderson motioned to accept the Adjunct Recommendations with the friendly amendment. Bracken recommended reviewing every three years instead of five. The committee accepted the friendly amendment. Mark Bracken seconded. Anderson suggested that the committee develop a recommendation on specific ways to recognize adjuncts. It was also accepted at this time. All in favor? Motion passed. 1 Abstention.

SRI's

- Arendt reviewed the resolution proposing the closing date be changed for SRI's to be completed. The request is students must complete their SRI before the last day of class and prior to the final exam. Brown will send comparison data to Arendt regarding students taking it before and after with virtually no change in results.
- Anderson noted that a faculty member feels a student has a right to complete their SRI after the final exam as the final exam is a part of their overall course. Not all final exam scores have to be posted early. Thulin noted that one thing students might be evaluating is whether a faculty member is grading fairly.
- Albrecht-Crane would like the character limitations examined on the SRI's. Brown will follow-up.
- Chan disagrees that a student has the right to see their grade prior to completing the SRI as this influences their evaluation.
- Thulin noted the SRI system is being revised and the new SRI is being field tested. The new questions were reviewed by Faculty Senate last year. Based on the field test, it will be decided when the new SRI will take effect.

- Borchelt expressed the idea of how can we work with UVUSA to express the significance of the SRI. UVUSA will follow-up.
- **MOTION** – Howard Bezzant motioned to table the SRI discussion until the next senate meeting. Craig Thulin recommended tabling it until after the new SRI is put in place. Bezzant accepted the amendment. Craig Thulin seconded. Gardner recommended that the Faculty Development Committee be the ones to bring it back to the Senate. All in Favor? Motion passed. 1 Abstention.

Tenure Criteria

- Gardner provided an overview of the discussion held last week in AAC. AAC asked for Faculty Senate to create a committee to develop some general institution-wide RTP criteria.
- Brown provided clarification to the creation of institution-wide criteria. She gave an example of department criteria of achieving an SRI rating of 3.5 and noted that this is unacceptable when the institution-wide average is 4.2. She expressed that if a department is going to create a floor that it is not the only median to use. Measom noted that if we expect our students to be more rigorous, faculty need to be more rigorous in their criteria.
- **MOTION** – Mark Bracken motioned to take the advice of AAC and charge the Tenure Board of Review Committee to conduct a five-year review of RTP Criteria. Gardner would like the committee to conduct a review of all the criteria at the same time and not on a one-off basis. Olson noted that the university-wide guidelines would assist departments in creating their criteria and support for the committee in reviewing the criteria. Hiring and retention are the most important decisions we make at the university. Leick would like to add to the motion that the committee brings the university-wide guidelines/findings back to the senate for review. The committee was given until the end of the semester to complete. Bezzant recommended adding an additional charge in regards to Digital Measures. The amendment was not accepted. All in favor? Motion passed.

Senate President Elections

- Current draft calls for the election of the President to be held within the standing Faculty Senate. Several faculty have expressed that they want the president to be elected by all faculty. Bracken noted that the Biology department conducted a vote and 100% of the faculty wanted to vote for the President as this position is a representative of the entire faculty. Biology faculty recommends each senator go back to their faculty and ask the same question of their department faculty and bring findings back to Senate. Connelly asked the senators to go back to their faculty and ask how they would prefer electing the president. If they prefer an all faculty vote, then they need to consider the nominating process.

Marty Clayton motioned to adjourn at 5:03 p.m.

Note: Gloria Gilmore and Laurie Harrop-Purser have stepped down for the semester. Leslie Simon has stepped down from her assignment. Rick Moody and Kim Abunuwara were replacements.

Adjunct Pay Rate Research

Time period of research: 11/15/2014 through 1/27/2015

RESOLUTION

Whereas approximately half of our instructional credit hours are delivered by adjuncts: adjuncts.xlsx and whereas, according to the National Center for Education Statistics, "from fall 1991 to fall 2011, the number of full-time instructional faculty in degree granting postsecondary institutions increased by 42 percent (from 536,000 to 762,000), while the number of part-time faculty increased by 162 percent (from 291,000 to 762,000). As a result of the faster increase in the number of part-time faculty, the percentage of faculty who were part time increased from 35 to 50 percent during this period."

(http://nces.ed.gov/programs/coe/pdf/coe_cuf.pdf)

and whereas 38.9% of the members of faculty senate feel the pay rate of \$2800 per class is not sufficient to draw a pool of qualified adjuncts (58.3% do feel it is sufficient and 2.8% did not answer) and whereas 55.6% of the members of faculty senate would support a differentiated pay scale for adjuncts (41.7% would not and 2.8% did not answer)

and whereas 19.4% of the members of faculty senate state their department cannot find enough qualified candidates in the local market (77.8% said they can and 2.8% did not answer)

now, therefore, be it resolved that a subcommittee be formed to research further the needs and expectations of adjuncts as well as research the use of differentiated pay scales or not at other public higher education institutions in the mountain west region (Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming). Based on this research the subcommittee will make a recommendation to faculty senate.

The team:

- Anne Arendt (Technology Management) - Chair
- Clay Brown (Developmental Math) - confirmed
- Rachel Marcial (Developmental Math) - confirmed
- Lara Beene (Theatre) - confirmed
- Howard Bezzant (Engineering & Graphic Design Technology) – confirmed

Special Thanks as well to:

- Judy Martindale
- Linda Makin

RESULTS IN A NUTSHELL

Note: See Excel Worksheet for details (ipeds-uvu-compare-mountain-west-v11-with-chart.xlsx)

We requested information from 56 schools in mountain west (AZ, CO, ID, MT, NM, NV, UT, WY). We received responses for 35 locations but two gave answers that were not applicable or could not be measured with information given. This means 21 of 56 schools did not respond, or 44.6%. Of the 37.5% schools who responded with usable information, 27% of them said they negotiate the salaries, leaving 32% who gave us a salary range. Of these, the average salary was \$905. However, if we removed an abnormally high number for Colorado Mountain College for nursing with lab/clinical (1 credit to 45 hours of instruction) then the average number drops to \$875 per credit hour. At UVU, our average is \$875 per credit hour (based on our most common practice of 3 credit hours for \$2,625); essentially right

at the average for the mountain west region. It should be noted this includes our recent adjunct salary increase of 12.92% for 2014-15 at UVU (see slide 24 of Holland Faculty Senate Powerpoint from 12/9/14).

Responses	#	% of total
Invalid responses	2	3.57%
No response	21	37.50%
Negotiated salary	15	26.79%
Salary range	18	32.14%

UVU Average rate per credit hour: \$875

Average overall per credit hour: \$875

HYPOTHETICAL SITUATION IN A NUTSHELL

Note: Details on last sheet on attached Excel workbook

Moving adjuncts to full time as either Instructor or Asst. Professor (latter most common incoming rank) would indicate a cost range of an additional \$25.5 million to \$41.7 million.

Average used was 12 credit per semester/24 credit per year load since that is UVU's average and USHE's expectation for UVU

RECOMMENDATIONS

- Now that we have attained the average adjunct salary for the mountain west, work to maintain keeping salary at least at average, not below as it had been historically.
- Consider permitting departments to pitch in extra funding depending on budget or grants they have with prior written approval from the SVPAA and VPFinance.
- Since most adjuncts are contracted at the high end of the range specified at http://www.uvu.edu/hr/docs/compensation/14-15_adjunct_schedule.pdf (specifically \$2,625 for 3 credits) and since those with AS and AAS are generally specialists with extensive experience, we recommend a single rate of that noted above, (now the Ph.D. or B.S/M.S. plus Experience) to reflect the equal value we place on skilled adjunct faculty in all disciplines. This better reflects reality and the values of UVU.
- Consider having an educational day relating to adjuncts. This could include conversations on adjunct compensation but also curriculum, scheduling, and institutional life. If this is a viable option then perhaps the National Adjunct Walkout Day on Feb. 25, 2015 would be a more productive way of showing our adjunct support over of any type of walkout. Learn more <https://www.insidehighered.com/quicktakes/2014/10/06/national-adjunct-walkout-day-planned>

Adjunct Pay Rate Research

Tab: Nutshell

Nutshell

We requested information from 56 schools in mountain west (AZ, CO, ID, MT, NM, NV, UT, WY). We received responses for 35 locations but two gave answers that were not applicable or could not be measured with information given. This means 21 of 56 schools did not respond, or 44.6%. Of the 37.5% schools who responded with usable information, 27% of them said they negotiate the salaries, leaving 32% who gave us a salary range. Of these, the average salary was \$905. However, if we removed an abnormally high number for Colorado Mountain College for nursing with lab/clinical (1 credit to 45 hours of instruction) then the average number drops to \$875 per credit hour. At UVU, our average is \$875 per credit hour (based on our most common practice of 3 credit hours for \$2,625); essentially right at the average for the mountain west region. It should be noted this includes our recent adjunct salary increase of 12.92% for 2014-15 at UVU (see slide 24 of Holland Faculty Senate Powerpoint from 12/9/14).

Responses	#	% of total	
Invalid responses	2	3.57%	
No response	21	37.50%	Results:
Negotiated salary	15	26.79%	UVU Average rate per credit hour: \$875
Salary range	18	32.14%	Average overall per credit hour: \$875
Total schools:	56	100.00%	

For more information:

Second tab is the pay chart.

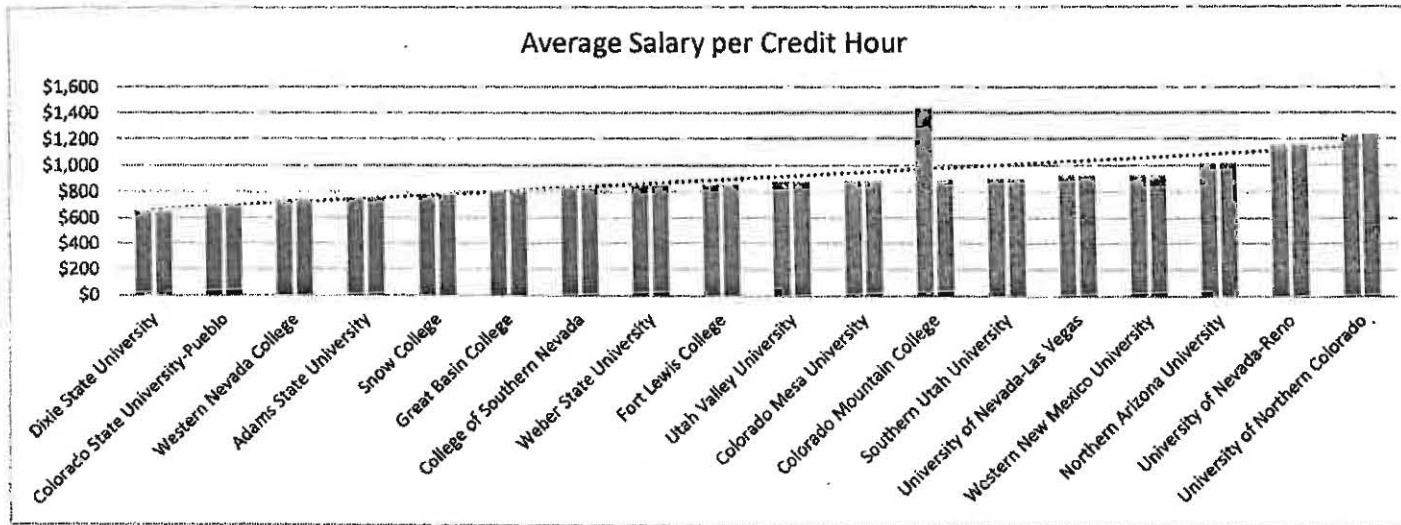
Third tab is semi-summarized data.

Fourth tab is detailed data.

Fifth tab is hypothetical expense to UVU if we were to convert all adjuncts to full time

Adjunct Pay Comparison Mountain West
 Adjunct Pay Rate Research
 Tab: CHART

Institution Name (Sector: "Public, 4-year or above")	Average Salary	Average Salary w/o Nursing Lab/Clinical
49 Dixie State University	\$650	\$650
15 Colorado State University-Pueblo	\$700	\$700
48 Western Nevada College	\$740	\$740
9 Adams State University	\$750	\$750
50 Snow College	\$777	\$777
44 Great Basin College	\$800	\$800
43 College of Southern Nevada	\$825	\$825
55 Weber State University	\$844	\$844
16 Fort Lewis College	\$850	\$850
54 Utah Valley University	\$875	\$875
10 Colorado Mesa University	\$884	\$884
11 Colorado Mountain College	\$1,434	\$892
51 Southern Utah University	\$900	\$900
46 University of Nevada-Las Vegas	\$923	\$923
42 Western New Mexico University	\$925	\$925
7 Northern Arizona University	\$1,015	\$1,015
47 University of Nevada-Reno	\$1,158	\$1,158
22 University of Northern Colorado	\$1,238	\$1,238



Adjunct Pay Survey Response Public 4 Year Institutions in Mountain West
 Adjunct Pay Rate Research
 Tab: COMPARE TO UVU

Institution Name (Sector: "Public, 4-year or above")	State	Adjunct Pay Info (Research)	Blank	Answer not applicable	Negotiated	Average Salary	Average Salary w/o Nursing Lab/Clinical	
42 Western New Mexico University	NM	\$850 to \$1000/credit hr				\$925	\$925	
43 College of Southern Nevada	NV	\$825/credit hr				\$825	\$825	
44 Great Basin College	NV	\$800/credit hr				\$800	\$800	
45 Nevada State College	NV		Y					
46 University of Nevada-Las Vegas	NV	\$923/credit hr				\$923	\$923	
47 University of Nevada-Reno	NV	\$815 to \$1500/credit hr				\$1,158	\$1,158	
48 Western Nevada College	NV	\$740/credit hr				\$740	\$740	
49 Dixie State University	UT	\$600-\$750/credit hr				\$650	\$650	
50 Snow College	UT	\$777/credit hr				\$777	\$777	
51 Southern Utah University	UT	\$800 to \$1000/credit hr				\$900	\$900	
52 University of Utah	UT	Negotiated by department			Y			
53 Utah State University	UT	Negotiated by department			Y			
54 Utah Valley University	UT	\$578 - \$949/credit hr (\$2625 for 3 most common)				\$875	\$875	
55 Weber State University	UT	\$767 ot \$920/credit hr				\$844	\$844	
56 University of Wyoming	WY	No pay lines or ranges for adjuncts			Y			
			Number:	21	2	15	18	56
			Percent of total:	37.50%	3.57%	26.79%	32.14%	100.00%
			Average:			\$905	\$875	

Adjunct Pay Survey Response Public 4 Year Institutions in Mountain West
 Adjunct Pay Rate Research
 Tab: COMPARE TO UVU

Institution Name (Sector: "Public, 4-year or above")	State	Adjunct Pay Info (Research)	Blank	Answer not applicable	Negotiated	Average Salary	Average Salary w/o Nursing Lab/Clinical	
42 Western New Mexico University	NM	\$850 to \$1000/credit hr				\$925	\$925	
43 College of Southern Nevada	NV	\$825/credit hr				\$825	\$825	
44 Great Basin College	NV	\$800/credit hr				\$800	\$800	
45 Nevada State College	NV		Y					
46 University of Nevada-Las Vegas	NV	\$923/credit hr				\$923	\$923	
47 University of Nevada-Reno	NV	\$815 to \$1500/credit hr				\$1,158	\$1,158	
48 Western Nevada College	NV	\$740/credit hr				\$740	\$740	
49 Dixie State University	UT	\$600-\$750/credit hr				\$650	\$650	
50 Snow College	UT	\$777/credit hr				\$777	\$777	
51 Southern Utah University	UT	\$800 to \$1000/credit hr				\$900	\$900	
52 University of Utah	UT	Negotiated by department			Y			
53 Utah State University	UT	Negotiated by department			Y			
54 Utah Valley University	UT	\$578 - \$949/credit hr (\$2625 for 3 most common)				\$875	\$875	
55 Weber State University	UT	\$767 or \$920/credit hr				\$844	\$844	
56 University of Wyoming	WY	No pay lines or ranges for adjuncts			Y			
			Number:	21	2	15	18	56
			Percent of total:	37.50%	3.57%	26.79%	32.14%	100.00%
			Average:			\$905	\$875	

Adjunct Pay Detailed Survey Response Public 4 Year Institutions in Mountain West
 Adjunct Pay Rate Research
 Tab: WITH NOTES

Information below obtained from IPEDS at <http://nces.ed.gov/ipeds/datacenter/institutionlist.aspx?stepid=1>

Institution Name (Sector: "Public, 4-year or above")	State	Adjunct Pay Info (Research)	Notes	Blank	Negotiated	Average Salary	Average Salary w/o Colorado Mtn College Nursing Lab/Clinical
1 Arizona State University-Downtown Phoenix	AZ	By each college	7.0% of the teaching staff are part-time non-faculty or non tenure-track faculty; Use of graduate assistants that range from teaching lower-level courses themselves to assisting others. Grad assistants are also by college.		Y		
2 Arizona State University-Polytechnic	AZ	By each college			Y		
3 Arizona State University-SkySong	AZ	By each college			Y		
4 Arizona State University-Tempe	AZ	By each college			Y		
5 Arizona State University-West	AZ	By each college			Y		
6 Dine College	AZ		Only gave full time faculty scale (\$32,000-\$73,000) More detail at		Y		
7 Northern Arizona University	AZ	\$910 to \$1120 per credit hour	http://nau.edu/uploadedFiles/Administrative/Provost/Provost/_Forms/salary_sched_2014.pdf			\$1,015.00	\$1,015.00
8 University of Arizona	AZ	Varies by discipline	By discipline, rank,educ,exper		Y		
9 Adams State University	CO	\$500 to \$1000 per credit hour	Stipends for new courses, etc; market adjustment of up to an additional \$1000/course may be made based upon agreement with VPAA. Learn more at http://www.adams.edu/academics/100-10-01-adjunct-salary-policy.pdf			\$750.00	\$750.00
10 Colorado Mesa University	CO	\$600 to \$1167	1 credit to 15 hours of instruction (lecture) \$757.48 per credit; 1 credit to 22.5 hours of instruction (lecture/lab) \$892.74 per credit; 1 credit to 30 hours of instruction (lab and physical activities) \$1,028.00 per credit; 1 credit to 45 hours of instruction (Nursing labs) \$1,785.48 per credit; 1 credit to 45 hours of instruction (Nursing Clinical) \$2,110.12 per credit			\$883.50	\$883.50
11 Colorado Mountain College	CO	\$757-\$2110				\$1,433.50	\$892.33
12 Colorado School of Mines	CO	\$5600 for for a class (job post)					
13 Colorado State University-Fort Collins	CO			Y			
14 Colorado State University-Global Campus	CO			Y			
15 Colorado State University-Pueblo	CO	\$600/cr to \$800/cr	Baseline = BA \$600/cr MA \$700/cr PHD \$800/cr.			\$700.00	\$700.00
16 Fort Lewis College	CO	\$600/cr to 1100/cr				\$850.00	\$850.00
17 Metropolitan State University of Denver	CO			Y			
18 United States Air Force Academy	CO		Based on the specific academic rank within each academic discipline		Y		
19 University of Colorado Boulder	CO	By dean/campus	Set by deans office for each campus. Not even a base rate to start from		Y		
20 University of Colorado Colorado Springs	CO		Set by deans office for each campus. Not even a base rate to start from		Y		
21 University of Colorado Denver	CO		Set by deans office for each campus. Not even a base rate to start from		Y		
22 University of Northern Colorado	CO	Average \$1238 per credit hour				\$1,238.00	\$1,238.00

Adjunct Pay Detailed Survey Response Public 4 Year Institutions in Mountain West
 Adjunct Pay Rate Research
 Tab: WITH NOTES

Information below obtained from IPEDS at <http://nces.ed.gov/ipeds/datacenter/institutionlist.aspx?stepid=1>

Institution Name (Sector: "Public, 4-year or above")	State	Adjunct Pay Info (Research)	Notes	Blank	Negotiated	Average Salary	Average Salary w/o Colorado Mtn College Nursing Lab/Clinical
23 Western State Colorado University	CO			Y			
24 Boise State University	ID			Y			
25 Idaho State University	ID		31000 minimum (full time)				
26 Lewis-Clark State College	ID			Y			
27 University of Idaho	ID			Y			
28 Montana State University	MT			Y			
29 Montana State University-Billings	MT			Y			
30 Montana State University-Northern	MT			Y			
31 Montana Tech of the University of Montana	MT			Y			
32 The University of Montana	MT			Y			
33 The University of Montana-Western	MT			Y			
34 Eastern New Mexico Univ.-Main Campus	NM			Y			
35 Inst. of Amer. Indian & Alaska Native Culture	NM			Y			
36 Navajo Technical University	NM			Y			
37 New Mexico Highlands University	NM			Y			
38 New Mexico Institute of Mining & Tech.	NM			Y			
39 New Mexico State University-Main Campus	NM	\$681 per credit hour minimum	Adjuncts receive a minimum of \$681 per credit hour. They receive additional points for qualifications such as degrees, experience, etc. At certain point levels, they get an increase in pay. Also, departments can pitch in extra funding depending on budget or grants they have.		Y		
40 Northern New Mexico College	NM			Y			
41 University of New Mexico-Main Campus	NM			Y			
42 Western New Mexico University	NM	\$850 to \$1000 per credit hour	Instructor-\$850 per credit hour; Assistant Professor-\$900 per credit hour; Associate Professor-\$950 per credit hour; Professor \$1,000 per credit hour			\$925.00	\$925.00
43 College of Southern Nevada	NV	\$825 per credit hour	Here at CSN all adjunct instructors are paid 825.00 per credit per semester regardless of education and experience.			\$825.00	\$825.00
44 Great Basin College	NV	\$800 per credit hour	Adjuncts are paid 800 per credit hour no matter their degree, experience, or discipline.			\$800.00	\$800.00
45 Nevada State College	NV			Y			
46 University of Nevada-Las Vegas	NV	PT Instr \$923 per credit hr varied (min \$815 per credit hour to \$1500 per credit hour)	Also have PT instructors with benefits so they get more ; PT lab in health/sciences \$1634 per credit			\$923.00	\$923.00
47 University of Nevada-Reno	NV	\$740 per credit hour	Science and Engineering higher pay; Liberal Arts lower			\$1,157.50	\$1,157.50
48 Western Nevada College	NV	\$740 per credit hour				\$740.00	\$740.00
49 Dixie State University	UT	\$600-\$750 per credit hour	Judy Martindale (UVU HR); Fall and Spring \$600 but \$750 during summer (Bezzant)			\$650.00	\$650.00

Adjunct Pay Detailed Survey Response Public 4 Year Institutions in Mountain West
 Adjunct Pay Rate Research
 Tab: WITH NOTES

Information below obtained from IPEDS at <http://nces.ed.gov/ipeds/datacenter/institutionlist.aspx?stepId=1>

Institution Name (Sector: "Public, 4-year or above")	State	Adjunct Pay Info (Research)	Notes	Blank	Negotiated	Average Salary	Average Salary w/o Colorado Mtn College Nursing Lab/Clinical
50 Snow College	UT	\$777 per credit hour	Judy Martindale (UVU HR)			\$777.00	\$777.00
51 Southern Utah University	UT	\$800 undergrad / \$1000 grad	Judy Martindale (UVU HR); updated year Bezzant found			\$900.00	\$900.00
52 University of Utah	UT	Negotiated by department	Judy Martindale (UVU HR)		Y		
53 Utah State University	UT	Negotiated by department	Judy Martindale (UVU HR): sample: for 3 credit hour \$3400		Y		
54 Utah Valley University	UT	\$578.00 (\$518 if mult credit) - \$949.00 per credit hour	See http://www.uvu.edu/hr/docs/compensation/14-15_adjunct_schedule.pdf for detail, depends on qualifications and credits taught, most 3 contact hrs @ \$2625 (875/credit hr)			\$875.00	\$875.00
55 Weber State University	UT	\$767 at \$920 per credit hour	Judy Martindale (UVU HR)			\$843.50	\$843.50
56 University of Wyoming	WY	No pay lines or ranges for adjuncts	Each hire is paid separately based on the skills and experience they bring. Adjuncts in different colleges & departments will make significantly different amounts. We don't have pay lines or ranges for Adjuncts. For our Extended Tenure Track folks, the averages are: Assistant Lecturer = \$53k, Associate Lecturer = \$58k, Senior Lecturer = \$68k.		Y		
				Number:	21	15	18
				Percent of total:	37.50%	26.79%	32.14%
				Average:		\$904.78	\$874.71

Calculation for What-if Scenario of All Salaried Faculty at UVU
 Last update: 1/20/2015
 Made in cooperation with Vice President for Planning, Budget Human Resources

Total Hourly Faculty Wages Paid in 2013-14 (Source: UVU A-1 Actuals for Appropriated Funds, includes adjunct faculty and overload)	\$11,399,976
Calculated Hourly Faculty Benefits @ 10.6%	\$1,208,397
Total 2013-14 Adjunct Wages & Benefits	\$12,608,373
Adjust to 2014-15 Rates (Increase of 12.92%)	\$14,237,375
Calculated Credit Hours Paid (\$875 per credit * 1.106 for benefits = \$967.75 per credit)	14,712
Salaried Faculty needed assuming 24 credit hour annual load	613
Cost @ Assistant Professor	\$91,235
Salary	\$60,012
Fixed Benefits (medical, dental, etc.)	\$17,660
Retirement, FICA, etc. @ 22.6% of salary	\$13,563
Gross Cost	\$55,926,239
Net Cost (Gross Cost Less Budgeted Adjunct Wages & Benefits)	\$41,688,864

Nutshell:
 Moving adjuncts to full time as either instructor or Asst. Professor (most common incoming rank) would indicate a cost range of an additional \$25.5 million to \$41.7 million.

Average used was 12 credit per semester/24 credit per year load since that is UVU's average and USHE's expectation for UVU

Cost @ Instructor	\$76,427
Salary	\$47,934
Fixed Benefits (medical, dental, etc.)	\$17,660
Retirement, FICA, etc. @ 22.6% of salary	\$10,833
Gross Cost	\$46,849,267
Net Cost (Gross Cost Less Budgeted Adjunct Wages & Benefits)	\$32,611,892

Alternative Fall 2014 scenario

Actual Credit Hours Taught by Adjunct Faculty (excludes overload) from Faculty Workload report (44.3%)	5,760
Calculated Credit Hours Paid (\$875 per credit * 1.106 for benefits = \$967.75 per credit)	\$5,574,240

Salaried Faculty needed assuming 12 credit hour semester load 480

Cost @ Assistant Professor (1/2 year)	\$45,617
Salary	\$60,012
Fixed Benefits (medical, dental, etc.)	\$17,660
Retirement, FICA, etc. @ 22.6% of salary	\$13,563
Gross Cost	\$21,896,331
Net Cost (Gross Cost Less Budgeted Adjunct Wages & Benefits)	\$16,322,091
Cost if multiplied by 2 (to add in Spring/Summer)	\$32,644,182

Cost @ Instructor (1/2 year)	\$38,214
Salary	\$47,934
Fixed Benefits (medical, dental, etc.)	\$17,660
Retirement, FICA, etc. @ 22.6% of salary	\$10,833
Gross Cost	\$18,342,500
Net Cost (Gross Cost Less Budgeted Adjunct Wages & Benefits)	\$12,768,260
Cost if multiplied by 2 (to add in Spring/Summer)	\$25,536,520

Subject: *Student Rating of Instructor Completion Timeline*

WHEREAS, Student Rating of Instructor (SRI) requests and submissions begin a two weeks prior to final exams and continue to six days past final examsⁱ:

Part of Term	Start Date	End Date	Weeks	Survey Opens	Survey Closes	Days Open	Grades Due	Results to Faculty Between
Full Term	8/25/14	12/18/14	15	12/4/14	12/24/14	20	12/23/14	12/23/14-12/30/14

; and

WHEREAS, instructors obtain results only after final grades are submitted; and

WHEREAS, SRI results are vital for instructor evaluation; now, therefore, be it

RESOLVED

Students must complete the SRI before the last day of class and prior to the final exam to ensure that students aren't swayed by final grades any more than teachers are swayed by ratings when determining grades.

Submitted by: *Anne Arendt*

Date: 12/30/2014

ⁱ <http://www.uvu.edu/academicaffairs/faculty/sri.html>