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