



FACULTY SALARY & BUDGET COMMITTEE
MEMORANDUM

TO: Felix Ngassa, Chair, ECS/UAS
FROM: Robert Hollister, Chair, FSBC
SUBJECT: Adjunct Pay
DATE: November 17, 2017
CC: Lisa Surman Haight, Senate Assistant

The FSBC recommends that the Provost change the minimum pay rates for part-time adjuncts as follows:

1. Minimum pay levels as follows:
 - a. ~~\$750~~**\$950** per credit hour for part-time adjuncts who have taught for Grand Valley for less than five years.
 - b. ~~\$850~~**\$1050** per credit hour for senior part-time adjuncts.

Rationale

FSBC recommends this change for the following reasons.

1. This would make the rate at GVSU more competitive with peer universities and with GRCC (see attached).
2. Most adjuncts already receive a rate above the proposed new \$950 minimum (see attached).
3. The higher rate will make it easier to attract and retain quality adjuncts; this is especially important for units that are struggling to hire people with the credentials necessary to meet accreditation standards.

Comparison of Adjunct Pay at Peer Institutions (tabulated by the Provost's Office Winter of 2017)

School	Minimum Pay per credit hour	Contract	Other notes
Aquinas			No response
Calvin	Step 1 - \$960; Step 30 - \$2,170	by semester	Pay goes in steps. There are 30 steps and you go up based on degree & experience. Bachelors begin at step 2, Masters at step 6 and PhD at Step 10. Years of experience add additional steps.
CMU	\$1,100	by course as needed	CMU global campus only
Davenport			No response
EMU	\$1,200	by semester	www.emich.edu/ahr
FSU	\$1,119	PT faculty union	http://www.fntfo.org/fntfo/wp-content/uploads/2013/01/Ratified-2012-2015-FNTFO-Contract.pdf
GRCC	\$937	PT union - under faculty contract	contract online - after 3 year they are 'returning faculty' and start at \$1265 per contact hour
GVSU	\$750		Minimum \$750, higher pay as demanded by market
Hope			No response
LSSU	\$625	by semester	\$625/cr hr but a dean can assign a rate based on market and demand. Must get payroll authorization and provost approval.
MCC	\$586	PT union	pay increases based on contact hours
Michigan Tech			No response
MSU	varies by unit - no min, no max		
NMU	Based on degree; MS=\$1000, PhD=\$1199, returning retired Prof=\$1451	pt employee group	
Oakland	\$1,233	PT union	Pay increases with years of experience
SVSU	\$600	by semester	faculty who live between 50-75 miles from campus receive an add'l \$375 per course, those who live 75+ miles from campus receive an add'l \$500 per course
UM-AA	varies by unit - no min, no max	PT union	https://hr.umich.edu/sites/default/files/LEO-Contract.pdf
UMD	varies by unit - no min, no max	PT union	https://hr.umich.edu/sites/default/files/LEO-Contract.pdf
UMF	varies by unit - no min, no max	PT union	https://hr.umich.edu/sites/default/files/LEO-Contract.pdf
WMU			No response
WSU	\$915	PT faculty union	https://provost.wayne.edu/pdf/uptf_contract_2016_final.pdf

Fall 16 Credit Hours Taught by Instructor Rank

Instructor Rank	Number of Sections	% of Sections	SCH	% of SCH
Tenure/Tenure Track Faculty	2,560	58%	172,068	53%
Adjunct Professor	903	20%	61,405	19%
Visiting Professor	324	7%	31,936	10%
Affiliate Professor	628	14%	56,924	18%
Total	4,415	100%	322,330	100%

Grand Valley State University Fall 2015 Adjunct Compensation per credit hour

	# of Adjuncts	Comp per credit hour
Brooks College of Interdisciplinary Studies	3	\$816
	17	\$850
	7	\$918
	17	\$1,000-\$1,077
	5	\$1,300 - \$1,836
	5	\$2,024-\$2,244
	Average Compensation	\$1,116

College of Community & Public Service	9	\$700
	21	\$800-\$850
	3	\$933
	44	\$1,000
	14	\$1,167-\$1,333
	2	\$1,667-\$1,833
	4	\$2,000
	5	\$2,333
	4	\$2,667
	Average Compensation	\$1,141

College of Health Professions	27	\$700
	3	\$800
	9	\$902-\$947
	4	\$1,000-\$1,365
	1	\$2,125
Average Compensation		\$831

College of Liberal Arts & Sciences	18	\$750-\$762
	34	\$788-\$832
	8	\$850-\$884
	16	\$900-\$946
	7	\$981-\$988
	30	\$999-\$1,081
	12	\$1,133-\$1,401
	11	\$1,500-\$1,598
	18	\$1,600-\$1,688
	7	\$1,716-\$1,752
	14	\$1,818-\$1,892

4	\$1,902-\$1,956
11	\$1,994-\$2,060
7	\$2,102-\$2,340
9	\$2,400-\$2,496
5	\$2,523-\$2,853
18	\$2,925-\$3,468
9	\$3,504-\$3,820
5	\$4,000-\$5,880
Average Compensation	\$1,638

College of Education

2	\$720
15	\$758-\$768
4	\$833-\$894
37	\$908-\$962
8	\$1,000-\$1,178
2	\$1,818
3	\$2,356-\$2,727
Average Compensation	\$978

Kirkhof College of Nursing

22	\$800-\$813
3	\$880-\$933
13	\$980
5	\$1,000-\$1,114
11	\$1,563-\$1,600
18	\$1,800-\$1,960
2	\$2,400
Average Compensation	\$1,326

Padnos College of Engineering & Computing

12	\$900-\$1,364
Average Compensation	\$1,059

Seidman College of Business

7	\$833-\$850
4	\$900-\$933
3	\$962-\$967
21	\$1,000-\$1,030
11	\$1,099-\$1,360
12	\$1,700-\$2,129
5	\$2,525-\$2,667
6	\$2,900-\$3,131
6	\$3,366-\$4,250
Average Compensation	\$1,685