## Term and Annual Adjunct Faculty

### Salary per Semester Credit Hour

<table>
<thead>
<tr>
<th>Graduate Assistant</th>
<th>$900</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adjunct Instructor</td>
<td>$900</td>
</tr>
<tr>
<td>Adj Assist Professor</td>
<td>$975</td>
</tr>
<tr>
<td>Adj Assoc Professor</td>
<td>$1,050</td>
</tr>
<tr>
<td>Adj Professor</td>
<td>$1,125</td>
</tr>
<tr>
<td>Emeriti</td>
<td>$1,800</td>
</tr>
</tbody>
</table>

(A&S Emeriti only. Emeriti from other colleges are paid at the rank they retired as if adjuncts)

### Overload Rates for AAUP

<table>
<thead>
<tr>
<th>A&amp;S</th>
<th>Other UC unit</th>
</tr>
</thead>
<tbody>
<tr>
<td>Instructor</td>
<td>$900</td>
</tr>
<tr>
<td>Asst Professor</td>
<td>$990</td>
</tr>
<tr>
<td>Assoc Professor</td>
<td>$1,090</td>
</tr>
<tr>
<td>Professor</td>
<td>$1,200</td>
</tr>
</tbody>
</table>

Teaching for A&S with primary appointment in

** headline with Decanal approval is required prior to committing to overload teaching. See policy for specifics. **

### Emergency Situations

- Decanal approval is required prior to committing to overload teaching. See policy for specifics.

### Collateral Employment -Outside Activity Report

- Check with the A&S business office

### Collateral Employment -Outside Activity Report

- Check with the Provost

### Reference

- Faculty Overload Compensation: CBA Effective 7/1/16 - 6/30/19; Article 13

### Joined Undergraduate (3 cr) and Graduate (4 cr) Courses

- Pay for 3 cr base course; add on four credit pay if ->6 graduate students; prorate credit pay if < 6 graduate students
- The enrollment on the date of the first day of withdrawals with 50% refund will be used

### Large Enrollment Sections: teaching without graduate student assistance

- Add-on to salary for all ranks - The enrollment on the date of the first day of withdrawals with 50% refund will be used.

### Emeriti Pay

- The pay rate for emeriti faculty above the stated rate may be requested on a case-by-case basis and must be pre-approved by the Dean’s office before a salary commitment is made.
- Justification for higher pay rates include, but are not limited to, high student demand or difficulty in hiring from the normal adjunct pool due to specialization.

### Staff hired as Adjunct Faculty

- Departments hiring staff as adjuncts must adhere to the Policy on Staff.

### Course Enrollments

- Department Heads need to ensure that there are adequate enrollment figures in all courses.

### Notes:

- Independent Studies are permitted on an exception basis.
- Guest speakers or replacement teachers will not be compensated.

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McMicken College of Arts and Sciences, Office of the Dean - Issued May 2003

Notes revised July, 2003; Titles added 7/21/03; Titles and other unit AAUP rates added 9/15/03; Adjusted overload/collateral text-8/16/03; Set date for high enrollment pay - 1/30/04; New AAUP contract-OVL adjusted - 1/21/05; U/G joint courses - 2/2007 & added date 3/2012; Overload/collateral employment updated-8/2010: new AAUP contract -OVL rate for Professor raised-10/15/2010; Rates converted to semesters-5/24/12;