## Term and Annual Adjunct Faculty Salary per Semester Credit Hour

<table>
<thead>
<tr>
<th>Per Semester Credit Hour Salary</th>
<th>Overload Rates for AAUP Full-time &amp; Part-time</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Graduate Assistant</strong> $900</td>
<td><strong>Professor</strong> $1,145</td>
</tr>
<tr>
<td><strong>Adjunct Instructor</strong> $900</td>
<td><strong>Instructor</strong> $900</td>
</tr>
<tr>
<td><strong>Adj Ass Assoc Professor</strong> $1,050</td>
<td><strong>Asst Professor</strong> $975</td>
</tr>
<tr>
<td><strong>Adj Professor</strong> $1,125</td>
<td><strong>Assoc Professor</strong> $1,050</td>
</tr>
</tbody>
</table>

### Summer Rates

| **Emeriti** $1,800 |

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

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

Pay for 3 cr base course; add on four creditpay if =>6 graduate students; prorate credit pay if < 6 graduate students

| Enrollment >90-149 | $900 lump sum add-on |
| Enrollment >150 | $900 per credit hour add-on |

### Emergency Situations

Situations justified by dept. to Dean to Provost

### 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.

---

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;
*Rates effective 15US*~01/06/15

---

sharing/business/adjunct/15US Adjunct Pay Rates-1/6/2015