

Radford University Faculty Senate

Motion to Establish a Guideline for Adjunct Faculty Pay Differential across Disciplines

MOTION: The Faculty Senate moves that Radford University establishes and implements a guideline that considers qualification, education, experience, and the nature of the course when determining the compensation for Adjunct faculty. The Faculty Senate further moves that such a guideline be in place before the start of the Spring 2012 semester.

RATIONALE: Currently there is no such guideline in place. Therefore, adjunct faculty pay is determined only based on the discipline regardless of the qualification and/or the experience of the instructor. Under the existing pay system for Adjunct faculty, there are three tiers for determining s' pay: lowest (\$2,700), middle (\$3,100), and highest (\$3,300) per course. Most disciplines are in the lowest pay tier which also includes Adjunct faculty hired to teach Core Curriculum courses. No justification or guideline currently exist to explain why some disciplines are placed in the highest tier while most other disciplines, including CORE Curriculum instructors, are in the lowest tier.

Additional documentation on s' pay can be found in the report 'The State of Contingent Faculty at Radford University' which is available at the Faculty Senate website.

Respectfully Submitted by the Resource Allocation Committee
Radford University Faculty Senate
April 12, 2011