

FACULTY SENATE PROPOSAL

FSP 2004/2005 - 06

I. PROPOSAL NAME

Pay Increase for Adjunct Faculty Members.

II. STATED PROPOSAL

The Faculty Senate proposes a pay raise for adjunct faculty members at the University of Central Oklahoma, with an increase of \$35 and \$25 for each credit hour taught by a qualified adjunct faculty member with a doctorate degree and a master's degree, respectively. The proposed pay increase reflects approximately a 4% raise for all adjunct faculty members.

III. JUSTIFICATION

Adjunct faculty members play an essential role at UCO. Based on official statistics at UCO, from F97 to F01, the number of full-time faculty members has remained relatively unchanged, while that of adjunct members has changed from 315 to 364, a 16% increase. More importantly, from F97 to F01, the student-credit hours taught by adjunct members had risen from 33,323 to 51,168, a significant increase of 54%. That represents an increase in the share of the teaching load shouldered by adjunct faculty members from 16% in F97 to 39% in F01. Although the complete data are not available for F02 to F03, the tight budget during the past few years leads to the conclusion that adjunct faculty members are shouldering more teaching duties. Such a trend is not expected to be reversed in the foreseeable future.

Furthermore, the salary for adjunct members has not been changed during the past 15 years. Essentially, some adjunct members have served UCO with the same salary without benefits for up to 15 years.

Because of their vital role, the adjunct members deserve appropriate compensations. Currently, the pay scales at UCO for adjunct members are fixed: \$850 and \$650 per credit hour for adjuncts with a doctorate degree and a master degree, respectively. A salary without a raise for 15 years reflects inappropriate compensations to adjunct members, especially to those who have maintained a long-term association with and have had excellent professional records at UCO.

Therefore, a pay raise for the adjunct members is long overdue. It is indeed in the best interest of the adjunct members, of UCO students, and of the mission of the University, that such a raise be granted.

IV. BUDGET IMPLICATIONS

The following information, based on the official statistics of F01 and a survey conducted in 2002, is used for the estimate of the cost associated with the pay increase.

1. The average teaching load of an adjunct member university wide is 7.12 credit hours per semester.
2. An estimated 370 adjunct members are currently serving UCO.
3. The total adjunct teaching load per year is 5269 credit hours.

The estimated costs are given below.

1. Upper Limit Estimate.

The total estimated cost annually is about \$184,415, if every adjunct member has a doctorate degree.

2. Lower Limit Estimate.

The total estimated cost annually is about \$131,725, if every adjunct member has a master's degree.

Because the composition of the adjunct faculty changes from semester to semester, the realistic cost associated with the proposed adjunct pay raise for each academic year is expected between the two limits.

Submitted by:

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Assigned Adjunct Affairs 10/5/04

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