

SENATE ACTION FORM

No. 1255

Subject: Resolution to Increase Adjunct Faculty Rates

Reference to Senate Minutes dated: November 20, 2023

Senate Action:

MOTION: Support the Resolution to Increase Adjunct Faculty Rates.

VOTE: Approved by unanimous voice vote.

Response requested:

_____ Approval for placement in University Catalog, Undergraduate and Graduate

_____ Approval for placement in University Regulations

_____ Recommendation to Board for placement in Board Policy Manual

X **None (sent as information item)**

_____ Other action requested/comments:

Dawit Senbet

Faculty Senate Chair

12/04/2023

Date

* * * * *

Administrative review of Senate action (unnecessary for information items):

_____ Reviewed by **VPAA/Provost**. Check _____ if comments are attached.

_____ Reviewed by **General Counsel**. Check _____ if comments are attached.

Presidential action:

_____ Approve _____ Reject _____ Return to Senate for discussion/modification (comments attached)

President/Designated Administrative Officer

Date

Date of Board approval (if applicable): _____

PLEASE RETURN SIGNED ORIGINAL AND ATTACHMENT TO THE FACULTY SENATE OFFICE, CARTER HALL 2004, BOX 75.

Faculty.Senate@unco.edu

Salary Equity Committee Resolution to Increase Adjunct Faculty Rates

Resolution:

Faculty Senate's Salary Equity Committee recommends that the per credit hour adjunct rate be increased at regular intervals. We ask that:

- As part of the annual budgeting process within academic affairs, college deans advocate increasing the adjunct budget annually to increase adjunct faculty salaries.
- The provost's office (1) develops a set of procedures that regularly examine existing adjunct pay ranges, (2) explores the possibility of identifying competitive college-wide adjunct rates by educational level, and (3) identifies whether or not longevity pay is appropriate for adjuncts at UNC.

Rationale:

- Adjunct faculty do not receive periodic raises in the same way that full-time faculty do.
- The Salary Equity Committee (SEC) believes that adjunct faculty are faculty, and thus should get periodic raises in the interest of morale and so that all faculty are fairly compensated for their work. We will continue to advocate for fair compensation for all faculty and staff members.
- While our adjunct pay rates may not be significantly lower than our NCHEMS-51 peer institutions (M. Parks, personal communication ~2021), we do pay significantly lower than local community colleges, such as AIMS, which are our more direct competitors for local adjunct instructors.
 - Anecdotal evidence indicates that while some adjunct faculty love UNC and our students, they must make the choice to teach at local community colleges instead because they cannot afford to teach for us.