

AGENDA ITEM 10.b Adjunct Faculty Compensation Formula

RECOMMENDED DIRECTIVE: The BOR approves the Adjunct Faculty Compensation Formula as proposed.

DISCUSSION: The college has been using the Temporary Instructors' Rates since 1997 to compensate for full time instructors teaching for the Summer Program, part time faculty and staff, and overload for faculty during Fall and Spring Semesters. The computation was based on five pay levels from Bachelors to Doctorate Degrees with set number of years of experience. The calculation was to take an instructor hourly rate x (1 teaching hour and 1 preparation hour) = _____ x 16(weeks) = _____ x 20% (incentive) = _____ per credit. The formula is no longer attractive to the faculty to retain them for teaching in the summer.

Job Audit: The college conducted the job audit in 2010 which was intended to address the compensation of faculty at all level. When the new compensation plan was implemented, certain faculty were to be placed at a much lower rate than old one so the administration decided to postpone the implementation of that until a new one is being proposed. For the past two summers 2011 and 2012, the BOR determined that it would be in the best interest of the college to retain faculty to teach during the summer by authorizing 20% on top of the old scale as an interim solution to the summer pay.

Proposed New Formula: The hourly rate will be based on your 10-month hourly rate or 20.5 pay periods. The new formula looks like this:

$(20.5 \text{ pay period hourly rate}) \times 2 \text{ (1 teaching hour and 1 preparation hour)} = \$____ \times 16(\text{weeks}) = \$____ \times 20\% \text{ (incentive)} = ____ \text{ (rate for 1 contact hour)}$

In order to calculate your 20.5 pay period rate follow this formula:

$\text{Base salary} / 20.5 / 80 = \$____ \text{ (20.5 hourly rate)}$

With this formula, the business office has calculated using actual summer courses to calculate how much it would cost to run the summer course (see attachment). From these cost analysis and the endorsement of the faculty, it is agreed that the above formula would be the one presented to the EC to recommend to the board for approval.

The process of arriving at this new formula has been worked on since November 2012 until April with greater inputs from all stakeholders most especially the faculty at all campuses and administrators.

We would like to recommend for the BOR to approve this new compensation formula to be used by the college starting Summer 2013.

ACTION TAKEN:

_____ Approved as presented

_____ Approved w/modifications

_____ Disapproved

_____ Deferred to a later meeting

VOTE:

_____ aye _____ nay _____ abstain

DATE: _____