Faculty Affairs II Committee Report

University of Central Arkansas

April 7, 2017

Members Present: Phillip Spivey (Chair), Duston Morris, Jeffrey Padberg

Members Absent: Nancy Gallavan, Julia Winden-Fey, Jane Dahlenburg, Lee Sanders

Charge 2:  Work with the Faculty Salary Review Committee (and others as deemed necessary) to review the salary for adjunct, part time and overload faculty in comparison with our peer, aspirant and Arkansas competitor institutions. By the first meeting of the Faculty Senate in March 2017, make recommendations (potentially a resolution) to the Faculty Senate as to our current policies and salaries for these types of teaching roles.

Minutes: Committee members reviewed data collected by the 2014 Faculty Affairs I Committee concerning adjunct, part-time, and overload faculty pay at UCA in comparison with our peer, aspirant, and Arkansas institutions. In addition, we added what little updated data we could find. We have been attempting to collect 2017 data and have limited data, because of the lack of response from peer and aspirant institutions.

* Arkansas institutions’ adjunct, part-time, and overload pay scale means: $1,879 to $2,520 (2015)
* Aspirant institution adjunct, part-time, and overload pay scale means: $3,072 to $4,402 (2015)
* UCA adjunct, part-time, and overload pay is slightly higher than most Arkansas institutions, but significantly lower than Aspirant institutions.

Currently, UCA pays $2,652 per course for adjunct, part-time, and overload (2017). If a similar 2% increase since 2015 is added to Arkansas and aspirant institutions pay scales, then the means would be: Arkansas institutions - $1,917 to $2,570 and Aspirant institutions - $3,133 to $4,490.

**Recommendation**: If UCA is to remain above Arkansas institution pay scales **and** reach the mean of Aspirant institution pay scales, then UCA would have to pay $3,384 per course for adjunct, part-time, and overload. **Faculty Affairs II Committee recommends the Faculty Salary Review Committee consider proposing a minimum adjunct, part-time, overload pay increase of 5% annually per course for the next 4 years, in order to** **reach the Aspirant institution average pay of $3,384 per course. In addition, we recommend Faculty Salary Review Committee work closely with SBAC on this issue.**