**Resolution on Pay for UCA Adjunct, Part-Time, and Overload Faculty**

**WHEREAS,** UCA presently, pays $2,652 per course for Adjunct, Part-Time, and Overload faculty and the peer and aspirant institutions pay a mean of $3,133-$4,490 per course for these same categories of faculty;

**WHEREAS,** the salaries at UCA for these faculty members are substantially lower than those offered at peer and aspirant institutions;

**WHEREAS,** this pay has only increased only 2% between 2015 and 2017 leading to these more significant discrepancies in comparisons from previous surveys;

**And WHEREAS**, if UCA is to remain above Arkansas institution pay scales and reach the mean of aspirant institution pay scales, UCA would need to pay $3,384 per course for adjunct, part-time, and overload faculty (a 28% difference in pay per course);

**Now, therefore, be it**

**RESOLVED, That** the Faculty Senate, through recommendation of the Faculty Senate’s Faculty Affairs II Committee, recommends the Faculty Salary Review Committee consider proposing a minimum adjunct, part-time, and overload pay increase of 5% annually per year for the next 4 years to appropriate stakeholders, while working closely with the SBAC to accomplish these goals.