Faculty Affairs I Report

Part-Time Faculty Pay

October 14, 2014

On September 9, 2014 the Faculty Senate charged Faculty Affairs I to “investigate the policies related to part-time and summer-school pay.” We were asked to submit a report in time to meet the Strategic Budget Advisory Committee’s deadline for any budget proposals for fiscal year 2015-2016, which must come from the Provost’s Office by November.

In fulfilling the charge, our committee:

1. Reviewed data on pay per 3-hour credit course at institutions in Arkansas, at our peer institutions, and at our aspirant institutions.
2. Obtained data on how many part-time sections are being taught Fall 2014, on part-time pay since 2000, on cost-of-living adjustments (COLA’s) received by other faculty since 2000.
3. Considered survey results on part-time faculty hiring.

The committee concludes that we request part-time pay per 3-credit hour course be increased to $3300 to begin Fall 2015.

Our decision was based on data on part-time faculty pay at our peer and aspirant institutions and survey results from the part-time faculty survey (attached). We choose the $3300 figure based on our peer and aspirant institutions, on inflation calculation and COLA data from UCA.

BACKGROUND

Part-time faculty have been paid $2,600 per 3-credit hour course since 2000. Part-time faculty have not been eligible for cost-of-living adjustments (COLA’s), which were available some years for other categories of faculty. Part-time faculty do not receive benefits unless they teach nine hours or more. As of Fall 2014, 6.2% of their pay is matched by the university in social security, which means the university pays an additional $161.20 for each 3-credit hour course section taught by a part-time faculty.

For Fall 2014, 125 course sections are being taught by part-time faculty. We also obtained data that last spring 175 sections were taught by part-time, but this figure includes internships and overloads, so we are not sure how many faculty members were paid $2,600 for a 3-credit hour section.

PEER AND ASPIRANT INSTITUTIONS

We obtained data from both the Adjunct Project (<http://adjunct.chronicle.com/>) and from the Provost’s Office, which matched up. Of note is that many institutions do not pay a flat rate per 3-credit hour course, but may vary widely by department. This accounts for the ranges reported below.

Of our 18 peer institutions, data are available for 16 of them at The Adjunct Project. These institutions range in pay for a 3-credit course from $650 to $6,000. The average high end is $3,125, more than $500 above our pay.

Of our 17 aspirant institutions, data are available on 16 of them. These institutions range in pay for a 3-credit course from $1,700 to $8,320. The average high end is $4,387, nearly $1,800 above our pay.

ARKANSAS INSTITUTIONS

Only one Arkansas institution is also listed as a peer institution, Arkansas State University, and none are included in our aspirant institutions. Considering 13 institutions for which data were available, pay for a 3-credit course ranges from $1,500 to $10,000. If the outlier $10,000 is not considered, the average on the high end is $2,535 (if the $10,000 school is added, the average is $3,109).

CHAIR SURVEYS

Department chairs were asked to respond to a survey concerning part-time hiring on September 26, 2014. Of 18 department chairs who responded to our survey, the majority reported a part-time candidate pool that was low in number and/or poorly qualified. When asked which factors they believed contributed to the number and quality of applicants, 10 responded that inadequate pay was a factor. Sixteen chairs believe that raising the pay would “very likely” or “somewhat likely” attract a larger pool of candidates.

In addition, chair comments indicated that raising part-time was about being fair and morally the right thing to do. Comments also indicate that higher pay would motivate full-time faculty to teach in the summer.

COST-OF-LIVING ADJUSTMENTS (COLA’S)

According to the budget, below is the history of COLA’s received by fulltime faculty:

|  |  |  |
| --- | --- | --- |
| **Year** | **Percentage** | **Effective**  |
| 2000 | None | 2000-2001 |
| 2001 | 3% | 2001-2002 |
| 2002 | 3% | 2002-2003 |
| 2003 | 3% | 2003-2004 |
| 2004 | 2.7% | 2004-2005 |
| 2005 | 2% | 2005-2006 |
| 2006 | 2% | 2006-2007 |
| 2007 | 3% | 2007-2008 |
| 2008 | None | 2008-2009 |
| 2009 | None | 2009-2010 |
| 2010 | 2.25% | 2010-2011 |
| 2011 | None | 2011-2012 |
| 2012 | None | 2012-2013 |
| 2013 | 2% | 2013-2014 |
| 2014 | 2% | 2014-2015 |

If part-time faculty had been given the same COLA’s, this would have been their pay:

|  |  |  |  |
| --- | --- | --- | --- |
| **Year** | **Percentage** | **Increase** | **Hypothetical Part-time Pay** |
| 2000 | None | $0 | $2,600 |
| 2001 | 3% | $78.00 | $2,678 |
| 2002 | 3% | $80.34 | $2,758.34 |
| 2003 | 3% | $82.75 | $2,841.09 |
| 2004 | 2.7% | $76.71 | $2,917.80 |
| 2005 | 2% | $58.36 | $2,976.15 |
| 2006 | 2% | $59.52 | $3,035.67 |
| 2007 | 3% | $91.07 | $3,126.74 |
| 2008 | None | $0 | $3,126.74 |
| 2009 | None | $0 | $3,126.74 |
| 2010 | 2.25% | $70.35 | $3,197.09 |
| 2011 | None | $0 | $3,197.09 |
| 2012 | None | $0 | $3,197.09 |
| 2013 | 2% | $63.94 | $3,261.03 |
| 2014 | 2% | $65.22 | **$3,326.25** |

If UCA increased part-time pay in accordance with the cost-of-living, part-time pay would currently be $3,326.25 for a 3-credit hour course. This is still less than the inflation calculator of the Bureau of Labor Statistics, which calculates $2,600 from 2000 as $3,591.26 in 2014 dollars. <http://www.bls.gov/data/inflation_calculator.htm>

CONCLUSION

Faculty Affairs I concludes that part-time pay should be increased because

* of the increased cost-of-living since 2000,
* higher pay will increase the pool of part-time faculty candidates,
* higher pay will increase the quality of part-time faculty candidates,
* our peer institutions have higher pay,
* our aspirant institutions have even higher pay; and
* part-time has not increased in 14 years.

We further conclude that appropriate pay would be $3,300 per 3-credit course because

* the inflation calculator of the U.S. Bureau of Labor Statistics indicates $3,300 is an appropriate number,
* if part-time salary pay had kept pace with the COLA’s given at UCA, the pay would be $3, 326.22 for this fiscal year,
* $3,300 is $175 higher than the average of our peer institutions, keeping us in line with our peers, and
* $3,300 is $1,087 lower than the average of our aspirant institutions, which at least brings us closer to where we aspire to be.

With 125 sections taught in the fall, the university pays $325,000 in salary plus the additional %6.2 in social security for a total of $345,150. Increasing pay to $3,300 increases salary to $4 12,500 and with social security, to $438,075, a difference of **$92,925**.

We recognize that funds are not always readily available, and therefore propose two options for consideration.

**Option One**: If funds are available, part-time pay per 3-hour credit course be increased to $3,300 for 2015-2016.

**Option Two**: Put in place a graduated plan as follows:

 2015-2016 Increase $300 to $2,900 ($39,825 for 125 sections, including SS)

 2016-2017 Increase $200 to $3,100 ($26,550 for 125 sections, including SS)

 2017-2018 Increase $200 to $3,300 ($26,550 for 125 sections, including SS)

Respectfully submitted,

Lynn Burley, Chair

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