



A Fair and Equitable Contract with the Adjunct Faculty

The new three-year collective bargaining agreement continues the constructive relationship and further invests in the adjunct faculty who are critical to our educational mission.

Compensation and Benefit Increases

The compensation enhancements reflect the university's investments in our people.



Equity

Minimum course rates will be the same for all adjuncts, based on the number of credits taught and their degree status.



Compensation Increases

New Course Rate Minimums Fall 2022

- 1–2 credits = \$2,522 (without terminal degree), \$3,004 (with terminal degree).
- 2–3 credits = \$4,158 (without terminal degree), \$4,750 (with terminal degree).
- 4–5 credits = \$4,346 (without terminal degree), \$4,882 (with terminal degree).

New Course Rate Minimums Fall 2023

- 1–2 credits = \$2,693 (without terminal degree), \$3,209 (with terminal degree).
- 3–4 credits = \$4,441 (without terminal degree), \$5,075 (with terminal degree).
- 5–6 credits = \$4,641 (without terminal degree), \$5,214 (with terminal degree).

New Course Rate Minimums Fall 2024

- 1–2 credits = \$2,865 (without terminal degree), \$3,414 (with terminal degree).
- 3–4 credits = \$4,725 (without terminal degree), \$5,400 (with terminal degree).
- 5–6 credits = \$4,938 (without terminal degree), \$5,548 (with terminal degree).

All adjunct salaries will increase to the new minimums or by 4 percent, whichever is greater.



Supporting Additional Educational Activities

The university will increase compensation for adjuncts who complete additional duties (e.g., program development, supervising student research, student advising, etc.).

Enhancements to Employment Terms

The new contract supports relations between unit members and supervisors, updates policies, and promotes engagement.



Good Faith Consideration

The contract expands eligibility for Good Faith Consideration giving adjuncts the right of first refusal when their course is taught in the future.



Faculty-Student Engagement Space

The university will provide private space when adjunct faculty need to have confidential conversations with students.



Professional Development

The university is increasing the size of the Professional Development Fund supporting adjunct faculty.



Academic Support

Adjunct faculty will continue to receive support from the university regarding classroom management and the observance of university regulations.