

Report from the 2022 Ad Hoc Committee on Adjunct Compensation

I. Committee Membership and Charges

- a. Committee Members: Chair Jake Fox (Artis, representing Resource Allocation), Secretary David Beach (CHBS, representing Faculty Issues), Sharon Barrett (Finance Office, non-voting advisory member), Amanda Bozack (CEHD), Bruce Brown (Adjunct-DCOBE), Tara Chitwood (Interim Academic Unit Head, SoN), Ken Cox (Dean, WCHHS), Richard Dunham (Chair, Theatre), William Taggart (Adjunct-Sociology)
- b. Faculty Senate Motion and our interpretation of charges (and not overriding of exceptions that would result in reduced compensation)

The 2020-21 Faculty Senate passed the following motion:

[20-21.166: Motion Regarding Adjunct Faculty Compensation](#)

MOTION:

The Faculty Senate recommends to the administration that there be a rationalization of adjunct faculty wages for the 2021-2022 academic year by a) taking into consideration annual CUPA surveys regarding compensation for adjunct faculty; and b) noting what Radford University's peer institutions and local competitor institutions pay for faculty adjuncts in specific disciplines.

The Faculty Senate further recommends that the administration adjust adjunct faculty compensation for inflation that has occurred over the past decade as indicated by the increase in the Consumer Price Index in the Annual Economic Report of the President.

The Faculty Senate also recommends that adjunct faculty compensation be adjusted according to these or similar external measures on an at least a biennial cycle.

Subsequent to the passing of the motion, Interim Provost Rogers, in consultation with Faculty Senate President Hilden, convened the Ad Hoc Committee on Adjunct Compensation. The Committee interpreted the charge to be to make recommendations for adjunct compensation adjustment taking into consideration CUPA and regional/peer institution adjunct compensation rates.

- c. Adjunct Compensation in Context
 1. Revenue generated and good ROI: The return to the University from the work of the adjuncts is high. Adjuncts complement the expertise of the full-time faculty in addition to generating revenue for high-demand courses.
 2. Decreased availability of sections as a result of ACA and other manpower control legislation: This is not a consideration for this committee since it is legislatively mandated.

3. Stagnant pay for more than ten years: Other than some specific exceptions within particular programs, there has not been an adjunct compensation adjustment (other than the statewide 5% increase in 2021) in over ten years.
4. Radford's current compensation model dated June 18, 2021, is included in the appended documents. It includes a base compensation rate and exceptions to the rate in specific disciplines.

II. Data Collected

a. Adjunct compensation from CUPA (Public Master's Large institution), several schools in the Commonwealth, and several national peer institutions were considered. The table below shows the data.

RATE BY CREDIT HOUR	NON-TERMINAL	TERMINAL	NOTES
CUPA Average	\$1,036		Average of Public Master's Large institutions (<i>n</i> =27)
VIRGINIA INSTITUTIONS			
Radford	\$945	\$1,155	No NT/T differentiation, but diff. based on college
*George Mason	\$971	\$1,155	
*Mary Washington	\$971	\$1,134	Rate for Step 4, instructors who have taught at least 3 semesters of 3 courses
**Roanoke College	\$1,133	\$1,133	
*VCCS	\$1,145	\$1,232	Maximum rate as of 2018-19
**Virginia Tech	\$1,267	\$2,000	
PEER INSTITUTIONS			
*Appalachian State	\$1,063	\$1,181	
*Northern Colorado	\$1,190	\$1,230	Starting FY23
*Northern Iowa	\$1,742	\$1,742	Starting FY 2022-23, collective bargaining agreement
*Rowan	\$1,755	\$1,805	Collective bargaining agreement
*Winthrop	\$1,000	\$1,000	Starting Summer 2022
AVERAGE	\$1,198	\$1,342	

* Documentation provided in Appendix.

** Information provided through personal communication with Committee members.

III. Factors Considered by the Committee

- a. The Committee examined the following variables from the data:

- a. Terminal versus non-terminal degree status of adjuncts
 - b. Seniority of adjunct instructors
 - c. Graduate versus undergraduate education
 - d. Upper/lower division undergraduate classes
 - e. Differentiation based on retirement status
 - f. Differentiation based on discipline
 - g. Peer institutions in collective bargaining agreements
- b. The Committee chose to distinguish base compensation rates based on undergraduate and graduate classes, and non-terminal/terminal degree status.
 - c. The Committee chose not to distinguish base compensation rates for the other categories for purposes of equity and efficiency.
 - d. The Committee acknowledges that certain disciplines may have exceptions to base compensation because of unique needs in the field.

IV. Proposed Base Compensation Recommendations

The Committee recommends the following base compensation rates:

Adjunct Service / Faculty Credential	Compensation Per Credit Hour
Undergraduate Courses / Non-Terminal Degree	\$1,200
Undergraduate Courses / Terminal Degree	\$1,350
Graduate Courses / Non-Terminal Degree	\$1,250
Graduate Courses / Terminal Degree	\$1,400

Further, the Committee also recommends that ongoing salary adjustments be tethered to pay rate changes among T&R Faculty.

V. Other Findings of the Committee

As part of our work, the Committee gathered information from adjunct faculty on campus. The Committee urges the University to consider the following to improve working conditions for adjunct faculty:

- a. Adjunct faculty pay schedule should mirror T&R faculty pay schedules.
- b. Adjunct faculty pay dates should follow the HR schedule. (If adjuncts start teaching during the 10th through 24th, their first pay date is the 1st of the following month.)
- c. Include adjuncts in discussions of curricular changes that directly affect them (e.g., REAL).
- d. Provide professional development and travel support
- e. Address health care options for adjunct faculty

Appendix: Supplemental Documentation

Radford University

Standard rate: **\$945** per credit hour
 Standard rate for UNIV 100/150 (1 credit hour): \$1,418
 Standard for BIOL, CHEM, PHYS: \$1,155 per credit hour
 Exceptional rates based on market/discipline: \$1,085 to \$1,155 per credit hour
 Retired faculty with Master’s degree: \$1,015 per credit hour
 Retired faculty with Terminal degree: \$1,085 per credit hour

George Mason University

	Qualified/Experienced equiv to Instructor	Highly Qualified/ Experienced equiv to Asst Prof	Exceptionally Qualified/ Experienced equiv to Assoc or Full Prof
Lower Level (100-200)	\$971	\$1,155	\$1,381
Upper Level (300-400)	\$1,029	\$1,202	\$1,418
Graduate (500-)	\$1,113	\$1,307	\$1,528

University of Mary Washington (August 2021)

Step	Graded courses taught	Step	Graded courses taught
1	0-3	6	15-16
2	4-6	7	17-18
3	7-8	8	19-20
4	9-11	9	21+
5	12-14		

Step	Master's	Masters+	Terminal Degree Undergraduate	Terminal Degree Graduate	Top Tier Undergraduate	Top Tier Graduate
1	\$861	\$935	\$1,008	\$1,040		
2	\$893	\$971	\$1,050	\$1,082		
3	\$935	\$1,008	\$1,092	\$1,124		
4	\$971	\$1,050	\$1,134	\$1,171		
5	\$1,008	\$1,092	\$1,181	\$1,213		
6	\$1,050	\$1,134	\$1,229	\$1,260		
7	\$1,092	\$1,181	\$1,281	\$1,318		
8	\$1,134	\$1,229	\$1,323	\$1,370		
9	\$1,181	\$1,281	\$1,397	\$1,428	\$1,454	\$1,481

VCCS (2018-19)				
	SYSTEM		NORTHERN VA	
	minimum	maximum	minimum	maximum
Adjunct II (instructor)	\$650	\$1,145	\$749	\$1,315
Adjunct III (Asst Prof)	\$737	\$1,232	\$848	\$1,415
Adjunct IV (Assoc Prof)	\$814	\$1,327	\$935	\$1,524
Adjunct (Professor)	\$893	\$1,413	\$1,021	\$1,623

Appalachian State U (peer)

Highest Degree	Rate/Credit Hour	9 month equivalent salary
Bachelor's	\$945	\$35,438
Master's	\$1,063	\$39,863
Doctorate/Terminal	\$1,181	\$44,288

Northern Colorado (peer)

For **FY23** Adjunct pay, please use the schedule below. Note that the schedule is the same for all colleges and includes courses taught for extended studies. Deans determine appropriate pay rates within the ranges given based on the following considerations:

- Instructional experience
- Expertise within academic area of study
- Employment demand in the area of study (how difficult it is to find an adjunct instructor)

Credential	Pay range per credit
Adjunct with BA or BS + tested experience	\$1080
Adjunct with MA	\$1080-1300
Adjunct with PhD (<i>Adjuncts with a PhD teaching at the graduate level may be paid at a higher rate if it falls within the college budget</i>)	\$1160-1300
Emeritus faculty teaching lower division course (100-200 level)	\$1300-1590
Emeritus faculty teaching upper division/graduate level course (300 and above)	\$1590

Northern Iowa U (peer)

FY 2021-22 – minimum rate of \$1,720 per credit hour

FY 2022-23 – minimum rate of \$1,742 per credit hour

*NIU has a collective bargaining agreement with faculty

Rowan U (peer)

Rank

Professor, Assoc Prof, Asst Dir in Library, Librarian I \$1,805

Asst Prof, Instructor, Librarian II/III \$1,755

Professional Staff \$1,755

*Rowan is in a union with 8 other state colleges, and this is from the State AFT contract.

Winthrop (peer)

Current base \$833

Starting Summer 2022 **\$1,000**


Current

College of Education for those with PhD \$1,000

College of Business Adm \$5,000 for 3cr for recently retired faculty

*NOTE: "A key goal of ours will be to reduce college-based variations that are not linked to market differentials."

Memorandum

To: Deans, Directors and Department Chairs
From: Lyn Lepre, Provost 
Date: June 18th, 2021
Subject: Policies and Compensation for Part-Time Faculty Instructors – Updated

The approved policies and compensation rates for part-time faculty are listed below.

Compensation:

- The standard compensation for part-time faculty is \$2,835.
- The standard compensation for University 100/150 (UNIVI00/150) is \$1,418.
- The standard compensation rates for **Foods and Nutrition (FONS)** revised November 29, 2005, the **School of Nursing (NURS)*** revised July 1, 2011, Occupation Therapy revised June 29, 2020 are listed in the attached pages.
- The standard compensation rate for Biology, Chemistry, and Physics is \$ 1,155 per credit hour.
- Exceptional rates below which are based on market will be used for the following disciplines (based on a 3-credit hour course):

Discipline	Exceptional Rates
Accounting	\$ 3,465
Math/Stat	\$ 3,465
Computer Science	\$ 3,465
Educational Leadership	\$ 3,465
Economics	\$ 3,465
Finance	\$ 3,465
Information Systems	\$ 3,465
Management	\$ 3,465
Marketing	\$ 3,465
Geospatial Science	\$ 3,465
Geology	\$ 3,465
Nursing*	\$ 3,255
Communication Sciences & Disorders	\$ 3,255
Counselor Education	\$ 3,255
Special Education	\$ 3,255
Interior Design	\$ 3,255
Social Work	\$ 3,255

The exceptional rate for professional faculty who teach a 3-credit course in addition to their regular responsibilities is considered an overload at the rate of pay for the discipline.

For courses which are less or more than 3-credit hours, the standard or exceptional rate should be divided by 3 to determine the per-credit-hour rate for the discipline and applied accordingly unless there are special rates which have been established as provided for below.

If a retired faculty member is rehired to teach a course, the appointment will be at the same rank carried when they were full-time. The retired faculty rate for teaching a 3- credit course is as follows:

- \$3,045 for retired faculty with a Master's degree.
- \$3,255 for retire faculty with Doctorate or the exceptional rate for the discipline.

Special rates may be established for an individual only for very unusual circumstances and must be approved in advance of the offer by the Provost.

COPY

Memorandum

*Academic Budgets
& Administration*

*Martha Hall
P.O. Box 6910
Radford, VA 24142*

*(540) 831-5261
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www.radford.edu/provos

**To: Dr. Ken Cox, Dean
Waldron College of Health and Human Services**

**From: Dr. Sam Miller, Provost
Vice President for Academic Affairs**

Date: March 24, 2013

RE: School of Nursing Adjunct Salary Standard – updated July 1, 2011

This is to certify that the RU School of Nursing Adjunct Salary Standard (revised July 1, 2011) has been reviewed and approved. Special rates may be established for very unusual circumstances and must be approved in advance by the Provost.

A copy of the rates (attached) will be kept on file in the Office of the Provost.

Thank you.

SM:cp

Attachment

Radford University School of Nursing Adjunct Salary Standard - June 18th, 2021

Disc	Course #	Lec/Lab/CI	Undergraduate Program Course Title	Credits	Contact Hours	New Salary	Justification*
NURS	111	Lec	Personal Health	3	3	\$3,255	Base
NURS	321	Lec	Pathophysiology	3	3	\$3,255	Base
NURS	330	Lec	Foundations for Professional Practice	3	3	\$3,255	Base
NURS	335	Lec	RN Transition Course I	3	3	\$3,255	Base
NURS	340	Lec	Health Assessment Throughout the Lifespan	2	2	\$2,170	Base
NURS	340	Lab	Health Assessment Throughout the Lifespan	1	2	\$1,085 per lab	Base
NURS	345	Lec	Professional & Therapeutic Foundations of Community Based Nursing Practice	4	4	\$4,340	Base
NURS	345	Lab	Nursing Therapeutics			\$232 per lab	Base
NURS	345	Cl	Nursing Therapeutics	3	9	\$4,340	Acute Clinical
NURS	352	Lec	Mental Health Nursing	3	3	\$3,255	Base
NURS	352	Cl	Mental Health Nursing	2	6	\$3,797	Base
NURS	362	Lec	Nursing Research	2	2	\$2,170	Semi-Acute Clinical
NURS	364	Lec	Nursing of the Adult I	4	4	\$4,340	Base
NURS	364	Cl	Nursing of the Adult I	2	6	\$4,340	Acute Clinical
NURS	366	Lec	Nursing of Childbearing Family	3	3	\$3,255	Base
NURS	366	Cl	Nursing of Childbearing Family	2	6	\$4,340	Acute Clinical
NURS	368	Lec	Nursing Pharmacology I	2	2	\$2,170	Base
NURS	369	Lec	Nursing Pharmacology II	2	2	\$2,170	Base
NURS	435	Lec	RN Transition Course II	3	3	\$3,255	Base
NURS	443	Lec	Nursing of Children	3	3	\$3,255	Base
NURS	443	Cl	Nursing of Children	2	6	\$3,797	Semi-Acute Clinical
NURS	444	Lec	Gerontologic Nursing	3	3	\$3,255	Base
NURS	444	Cl	Gerontologic Nursing	2	6	\$3,797	Base
NURS	448	Lec	Nursing of the Adult II	3	3	\$3,255	Base
NURS	448	Cl	Nursing of the Adult II	2	6	\$4,340	Acute Clinical
NURS	449	Lec	RN-BSN Leadership in Professional Practice	3	3	\$3,255	Base
NURS	449	Site Visits	RN-BSN Leadership in Professional Practice	2	6	\$315 per student	NA
NURS	450	Lec	Current Problems in Nursing	1-3	1-3	\$1,085 - \$3,255	Base
NURS	451	Lec	Community Health Nursing	3	3	\$3,255	Base
NURS	451	Cl	Community Health Nursing	2	6	\$3,797	Semi-Acute Clinical
NURS	451	Lec	RN-BSN Community Health Nursing	3	3	\$3,255	Base
NURS	451	Site Visits	RN-BSN Community Health Nursing	2	6	\$315 per student	NA
NURS	453	Lec	Leadership in Nursing	4	4	\$4,340	Base
NURS	454	Cl	Clinical Nursing Practicum	5	15	\$5,425	Base
NURS	473/573	Lec	Emerging Therapies for Health	3	3	Summer/\$315/student	NA
NURS	488	IP	Final Honors Project	2-3	2-3	\$210/credit hr/student	NA
NURS	498	IP	Independent Study	1-3	1-3	Summer/\$315/student	NA

		Lec/Lab/CI	Graduate Program Course Title	Credits	Contact Hours	New Salary	Justification*
NURS	700	Lec	APN Roles & Leadership	3	3	\$4,883	Base-D
NURS	702	Lec	Theoretical Foundations for Advanced Practice Nurses	3	3	\$4,883	Base-D
NURS	704	Lec	Advanced Practice Nursing in Rural Communities	3	3	\$4,883	Base-D
NURS	710	Lec	Advanced Pathophysiology	3	3	\$4,883	Base-D
NURS	712	Lec	Advanced Health Assessment	2	2	\$2,170	Base
NURS	713	Lab	Advanced Health Assessment Laboratory	1	2	\$1,085 per lab	Base
NURS	716	Lec	Advanced Pharmacology	3	3	\$4,883	Base-D
NURS	720	Lec	Advanced Family Nursing: Acute Illness	3	3	\$4,883	Base-D
NURS	721	CL	Advanced Family Nursing: Acute Illness-Clinical	2	6	\$315 per student	NA
NURS	724	Lec	Advanced Family Nursing: Chronic Illness	3	3	\$4,883	Base-D
NURS	725	CL	Advanced Family Nursing: Chronic Illness-Clinical	2	6	\$315 per student	NA
NURS	728	Lec	Advanced Family Nursing: Women's Health	3	3	\$4,883	Base-D
NURS	729	CL	Advanced Family Nursing: Women's Health-Clinical	2	6	\$315 per student	NA
NURS	732	Lec	Advanced Family Nursing: Children's Health	3	3	\$4,883	Base-D
NURS	733	CL	Advanced Family Nursing: Children's Health-Clinical	2	6	\$315 per student	NA
NURS	736	CL	Advanced Family Nursing: Preceptorship	4	12	\$315 per student	NA
NURS	740	Lec	Adult-Gero CNS: Patient/Client Sphere of Influence	3	3	\$4,883	Base-D
NURS	741	CL	Adult-Gero CNS: Patient/Client Sphere of Influence-Clinical	3	9	\$315 per student	NA
NURS	744	Lec	Adult-Gero CNS: Nurses & Nursing Practice Sphere of Influence	3	3	\$4,883	Base-D
NURS	745	CL	Adult-Gero CNS: Nurses & Nursing Practice Sphere of Influence-Clinical	3	9	\$315 per student	NA
NURS	748	Lec	Adult-Gero CNS: Organization/System Sphere of Influence	3	3	\$4,883	Base-D
NURS	749	CL	Adult-Gero CNS: Organization/System Sphere of Influence-Clinical	3	9	\$315 per student	NA
NURS	752	CL	Adult-Gero CNS-Preceptorship	3	9	\$315 per student	NA
NURS	800	Lec	Evidence for Advanced Nursing Practice	3	3	\$6,508	Base-DR
NURS	802	Lec	Synthesis & Evaluation of Evidence-Based Data for APNs	3	3	\$6,508	Base-DR
NURS	804	Lec	Clinical Scholarship & Population-Based Outcomes for APNs	3	3	\$6,508	Base-DR
NURS	810	Lec	Health Care Systems, Information Systems, & Business Practices	3	3	\$4,883	Base-D
NURS	812	Lec	Health Care Policy, Ethics, & Law	3	3	\$4,883	Base-D
NURS	820	CL	DNP Clinical Capstone I	2	2	\$630 per student	NA
NURS	821	CL	DNP Clinical Capstone II	1	1	\$315 per student	NA
NURS	824	CL	DNP Clinical Residency	1-12	12-Jan	\$315 per student	NA

Base=\$1,085/credit hour (lecture and labs)

Base-D=\$1627.5/credit hour, doctoral degree required

Base-DR= \$2,169.3/credit hour, doctoral degree and active research required

Semi-Acute Clinical=Acute care settings and community setting

Acute Clinical=Acute care settings

NA=per student compensation

Radford University School of Nursing-Foods and Nutrition Program Adjunct Salary Standard - June 18th, 2021

Disc	Course #	Lec/Lab/CI	Course Title	Credits	Contact Hours	New Salary	Justification*
FDSN	100	Lec	Introduction to Professions in Foods & Nutrition	2	2	\$2,100	Base
FDSN	204	Lec	Basic Food Preparation	2	2	\$2,100	Base
FDSN	204	Lab	Basic Food Preparation	2	4	\$2,100	Base
FDSN	214	Lec	Introduction to Nutrition	3	3	\$3,150	Base
FDSN	218	Lec	Food Service Studies I: Introduction to Foodservice Systems	3	3	\$3,150	Base
FDSN	314	Lec	Community & Cultural Nutrition	3	3	\$3,150	Base
FDSN	316	Lec	Nutrition in the Life Cycle	3	3	\$3,150	Base
FDSN	318	Lec	Food Service Studies II: Operations Management	3	3	\$3,150	Base
FDSN	318	Lab	Food Service Studies II: Operations Management	1	3	\$1,050	Base
FDSN	403	Lec	Nutrition Assessment	4	4	\$4,200	Base
FDSN	404	Lec	Laboratory Methods in Foods & Nutrition	2	2	\$2,100	Base
FDSN	404	Lab	Laboratory Methods in Foods & Nutrition	2	4	\$2,100	Base
FDSN	414	Lec	Advanced Nutrition and Biochemistry I	4	4	\$4,200	Base
FDSN	415	Lec	Advanced Nutrition and Biochemistry II	4	4	\$4,200	Base
FDSN	425	Lec	Medical Nutrition Therapy I	3	3	\$3,150	Base
FDSN	425	Lab	Medical Nutrition Therapy I	1	2	\$1,050	Base
FDSN	426	Lec	Medical Nutrition Therapy II	3	3	\$3,150	Base
FDSN	426	Lab	Medical Nutrition Therapy II	1	2	\$1,050	Base
FDSN	435	Lec	Nutrition Counseling and Education I	3	3	\$3,150	Base
FDSN	436	Lec	Nutrition Counseling and Education II	3	3	\$3,150	Base

*Note: The base salary for Adjuncts is \$1,050 per credit hour for lecture courses and lab assignments.

**RADFORD
UNIVERSITY**

Office of the Provost
P. O. Box 6910
Radford, VA 24142

The following Exceptional Compensation Rate has been approved.

AHPT 844 - Neuromuscular Development/Control I

Credits: (4)


Prerequisites: AHPT 830, or permission of the Department.

Neuromuscular Development/ Control I emphasizes the theoretical and clinical bases for the examination and treatment of patients with neurological impairments. Historical and current theories of CNS function, motor control, motor learning, and motor development will be used as the framework for this learning experience.

The exceptional rate is based on contact hours as opposed to credit hours. This is a required course in the DPT program. There is a didactic and clinical/laboratory portion of the course. Multiple instructors are required in order to maintain faculty/student ratios for accreditation purposes. It is exceedingly difficult to find qualified adjuncts to provide instruction in Physical Therapy.

Therefore, the compensation for each CRN as described above is hereby established and approved as exception rates as follows:

- Lead Instructor \$12,600 for 4 credit hour course
- Lab Assistant \$ 4,200 for 4 credit hour course



Dr. Joseph Scartelli, Interim Provost
Vice President for Academic Affairs



Date

AHPT 830 – Neuromuscular Development/Control I updated rates:

- Lead Instructor: \$13,230 for 4 credit hour course
- Lead Assistant : \$4,410 for 4 credit hour course

RADFORD UNIVERSITY

OFFICE OF THE PROVOST

The following Exceptional Compensation Rate has been approved,

EDME 408A-D (Middle Education) – The EDME 408 courses are 2-credit hours for each content area (Mathematics, Science, English, Social Studies) with 4 credit hours in its entirety. Students are required by VDOE to complete 2 content areas for middle school licensure. Students must have a total of 4 credits, hence the overall 408 (4 credit total). EDME 408 is a blocking course, which means students complete class time, but also do significant work on assignments related to the course content while in their field placements. The instructor for each of the classes oversees these assignments that are related to specific content.

The exceptional rate is based on the fact that the instructors are teaching a full 1 semester course load in a one month period (this is course work + the field-placement-related assignments that take place throughout the entire semester that they continue to supervise and grade for the entire 14 weeks).

The compensation for each CRN as described above is hereby established and approved as exceptional rate of \$2700 per 2 credit hours due to the lecture and lab/field placement component for the assignment.



Dr. Joseph Scartelli, Interim Provost



Date

EDME 408A-D (Middle Education):

- \$2,835 per 2 credit hours

RADFORD UNIVERSITY

Memorandum

To: Joe Scartelli, Ph.D., Interim Provost & Vice President for Academic Affairs

From: Kenneth M. Cox, Au.D., M.P.H., CCC-A, Dean, WCHHS

CC: Teresa Conner, Ph.D., MBA, PT, Associate Provost Health Sciences

Date: June 29, 2020

Re: Occupation Therapy Adjunct Differential Rates

I support the Occupational Therapy differential pay rates as outlined by the OT department chair, Dr. Sarah Smidl. Adjuncts in OT are extremely difficult to find to teach at RU. These rates are consistent with higher pay for adjuncts in other departments in the health sciences (e.g. nursing differential rates). Dr. Smidl's differential pay scale is based on hourly rates (see attached). Please feel free to contact me with any questions.

Approved: [Signature] 6/30/2020

OTA and MOT Program		
Courses	Per cred.	Description
OCTH 629 Level I Fieldwork A in Community-Based Psychosocial Practice or OCTH 637 Level I Fieldwork B in Pediatric Practice	\$1260.00	Leading a community-based fieldwork experience with up to 6 students
Assisting an instructor with lab content of a course (e.g. OCTH 611, OCTH 615, OCTH 617, OCTH 631, OCTH 647, OCTH 655, OTAS, 220/L, OTAS 235/L, OTAS 255/L)	\$1260.00	Assisting with a lab in a supportive role for a primary course instructor
Lecture or Lecture/lab courses	\$1470.00	For the first 3 semesters of a co-taught or independently taught course; Instructor, Course, and Global Ratings must be a minimum of 3.5 each semester; teaching observation rating that is completed by a faculty member each semester must be good to excellent
	\$1680.00	After 3 semesters of effective teaching in the department of a co-taught or independently taught course; Instructor, Course, and Global Ratings must be a minimum of 3.9 or higher by the third semester of teaching, along with a teaching observation rating (excellent)