

Abington College Faculty Senate Motion on Adjunct Compensation

Abstract

The Abington College Faculty Senate (ACFS) recommends an increase in adjunct compensation. The vision of Abington College is to be “recognized as a top-tier regional public college, distinguished in its integration of teaching, learning, research, service, and public scholarship.” Compensating our adjunct faculty at more competitive levels would help foster this vision. We recommend that this would require raising the pay to \$4,000 per three-credit course, to take effect on 1 July 2015.

Background

Whereas: adjunct faculty are a vital part of the teaching schedules of Abington College and account for more than 50% of the total faculty (approximately 150 adjunct faculty teach for Abington College as opposed to approximately 130 full-time faculty), and,

Whereas: the ACFS Faculty Affairs Committee collected and collated adjunct salary data both from colleges in our region where our adjuncts may also teach, so that it was specific to our demographic, and compared that data to the *Chronicle of Higher Education*'s ongoing adjunct project, and,

Whereas: these investigations, as well as consultations with the ACFS Finance Committee, determined that Abington College ranked 21st of 25 area institutions in terms of per course compensation for adjunct faculty, even lower than all community colleges in PA, and,

Whereas: these same investigations revealed that our adjuncts teach a range of 1-9 courses per semester (as well as between 1-6 in the summer), and,

Whereas: the high number of courses taught by many adjuncts, including traveling to schools other than Abington College, may compromise the educationally quality of the courses they deliver, and their availability to Abington students, and,

Whereas: relatively higher pay and better benefits would foster the college's ability to attract and retain qualified adjunct faculty, to match comparative stretch schools such as Rutgers-Camden (\$4,800), to build faculty esprit de corps, and appreciate the value of adjunct labor in our region and university;

Therefore, be it resolved:

: The ACFS recommends a raise in the salaries of all adjuncts to a minimum of \$4,000 per three-credit course.

: this increase to take effect with the next academic/fiscal year set to begin on 1 July 2015.











: future increases to be evaluated annually in comparison to the adjunct rates of the top-tier regional colleges that Penn State Abington College seeks to join.
















Appendix 1: Part-time salary as reported in Faculty Affairs Survey and *Chronicle of Higher Education* Adjunct Project Survey




¹Unionized; ²Community College; ³Private College

Institution	Survey Data	<i>Chronicle of Higher Education</i> Data
Cheyney University ¹	\$5,700	\$3,100
University of Pennsylvania	\$5,500	\$4,035-10,300
Rowan University ¹	\$5,100	\$3,600-4,595
Montclair State University	\$5,000	\$3,000-3,978
Villanova University	\$5,000	\$3,175-5,000
Rutgers University ¹	\$4,800	\$2,576-5,550
Rutgers Camden ¹	\$4,800	\$4,500-5,000
Muhlenberg College	\$4,176	\$4,125
Moore College of Art	\$4,000	\$1,200-4,400
LaSalle University	\$3,900	Not Available
Philadelphia University	\$3,820	\$2,547-3,700
Community College of Philadelphia ^{1, 2}	\$3,800	\$1,824-5,400
Temple University	\$3,700	\$3,500-6,300
Pennsylvania College of Art and Design	\$3,600	Not Available
Montgomery County Community College ^{1, 2}	\$3,363	\$2,883-3,228
Devry University	\$3,200	\$1,715-3,500
Chestnut Hill College	\$3,000	\$2,000-2,200
Eastern University	\$3,000	\$2,400-3,500
Ursinus	\$3,000	\$3,000-4,000
Penn State Brandywine	\$2,700	\$2,400-2,500
Penn State Abington	\$2,652	\$2,400-2,967
Pennsylvania Institute of Technology	\$2,400	\$1,800
Camden County College ²	\$2,200	\$1,732-2,850
Middlesex County College ^{1, 2}	\$2,100	\$1,971-2,135
Burlington County Community College ²	\$1,800	\$1,450-1965

Appendix 2: Qualitative survey data from Abington College adjunct faculty

Question: In your opinion, how does Penn State Abington compare to other institutions regarding compensation?	
View Response	
	For the amount that students pay for their education here, I think that the compensation should be higher. Pay increases do not seem to happen on a consistent basis.
	I am not currently an adjunct at Penn State Abington, but from what I have heard, the compensation is a little higher than a community college level.
	I have to teach double the amount at Abington to receive the same pay at another institution.
	I work at two colleges. Penn State Abington is the higher paying of the two, but it is still very low. I still have to find other means of income on top of teaching three classes to cover my monthly expenses. The Adjunct pay should be at least doubled to compensate us for our hard work and time put into our classes. I can barely afford rent and it is a good thing I am an avid gardener so that I can afford to eat.
	Penn State Abington salaries are low.
	Penn State Abington compares poorly to other institutions regarding adjunct compensation.
	Low.
	Penn State has an excellent reputation and is an excellent institution. People are surprised when I tell them I get almost double at Community College of Philadelphia. I enjoy teaching at both colleges but at CCP I get more financial opportunities. At CCP, I get paid to do course development and writing, committee work, and academic advising. I have an excellent reputation for teaching and faculty interactions at both schools where I have been teaching for 9 years (PSU) and 7 years (CCP). I would hope that Penn State could reevaluate their payscale and meet or exceed other surrounding colleges in the Philadelphia area.
	PSU Abington is the lowest paying institution in the area. Only some Community Colleges compensate less or the same.
	Penn State Abington pays less than all other institutions I have considered working at, and significantly less than the other institution where I currently work. I have strongly considered leaving Penn State Abington in favor of

	another job that pays more.
	It pays the least in the entire region.
	Miserable pay and large class size should not go together. I feel that small class size ensures better attention to students. It is very difficult to encourage student participation and monitor student progress.
	Very low compensation Ten years ago I was employed West Chester University and I received \$5,000.00 for a 3 credit course.
	Not great.
	In terms of pay per course, PSU has consistently been the least generous of all the places I have taught over the years, except for Delaware County Community College. Montco gives my kids full tuition remission, while PSU gives us adjuncts \$0. However, I am very happy to be able to participate in the retirement plan here with the matching contributions.
	In need of revision!! My salary here is merely 60% of what I earned last year. Salary is not competitive; I am currently looking for another preferably tenure track appointment.
	This is the lowest pay I am getting ,when compared to other Institution.
	It seems to be somewhat lower than other institutions in the area.
	Even some Community Colleges pay better than currently at Penn State Abington.
	Less than other universities
	Very low. Probably near the bottom.
	Well below the average and considering it is a state school, well below the average for state institutions. It's not about the pay, it really is not a living salary for the degree that I have and what is offered to the students in return.
	I think the pay for adjunct teaching is fairly abysmal. Compensation at Community College of Philadelphia is far better.
	The compensation at Penn State Abington is lower than any other adjunct appointment I have held or applied to, and it is lower than that of any of my peers' adjunct appointments in my field that I am aware of.
	Not very with some, okay with others, but comparing with other schools is not helpful because most schools do not pay adequate compensation. At most schools compensation has not kept up with inflation or, especially, with the cost of health insurance. When I taught at West Chester back in 2008 as an adiunct, they paid \$5,000 per course. PSU Delco (now Brandvwine) was paying

	<p>\$3,000 per course back in 2006. If I remember correctly, in 2002, Abington paid \$2,000 per course. A fair figure would be at least \$5,000 per course (4 courses in Fall, 4 in Spring, and 1 in Summer would earn \$45, 000 per yr). Instructors with more experience should be paid more. How colleges and universities have treated adjuncts is a national disgrace.</p>
	<p>Low. One the level of private two-year colleges. See for yourself: http://adjunct.chronicle.com/entity/?entity=college&id=3199</p>
	<p>Above Average</p>
	<p>Low pay comparable to all other for profit and not-for-profit educational institutions. School cuts off adjunct pay and printing capability prior to finals week. School refuses to pay for independent studies beyond a certain number (i.e they assign 10 + independent study students and are only willing to pay for 2, some of them 6 credit independent studies, students pay the full freight for 3 (2500.00) or 6 (5000,00) credit course - 1st time I have seen this in my lifetime).</p>