

To: Bob Soltis, President, Faculty Senate  
From: Craig Owens, Senator-at-Large  
Subj: Salary Enhancement Budget Motion  
Date: 9 February 2016

### **Summary**

In view of the facts that adjunct faculty per-course salaries at Drake are well below the per-course salary of full-time faculty and that those salaries have not been increased in many years, this memo proposes a motion for a Senate resolution urging executive leadership to raise the minimum per-course compensation, inclusive of benefits, for adjunct faculty at Drake to \$1,800 per credit hour (which, after benefits, would yield a net per-credit hour salary of \$1,333).

### **Rationale**

Traditionally in higher education, there has been a trade-off with regard to tenure and salary. While higher education typically does not pay its faculty at the same level as private industry or business, the job security promised by tenure and other long-term contracts has been seen as “compensation” for lower-than-market-value remuneration. However, adjunct faculty, at Drake and elsewhere, lack the job security enjoyed by most faculty at schools like Drake and yet also receive a much lower rate of compensation. However, adjunct faculty at Drake typically hold a terminal degree or have earned significant expertise through experience in their fields and teach essential courses in the majors and in the general-education curriculum.

While faculty have received base-salary raises every year since 2003, even when the University found itself reducing spending in other areas to balance the budget in fiscally lean years, the per-course stipend for part-time adjunct faculty has remain virtually unchanged in that time. Already well below a “living wage,” at as low as \$2,700 per 3-credit course, the real-dollar spending power of these stipends has fallen sharply over the years. (Cumulative US inflation since 2003 is currently at 28.8%).

### **Motion**

With this memo, I move that the Senate adopt the following resolution:

*“Whereas per-course salaries for adjunct faculty at Drake have remained virtually unchanged for over a decade, and*

*“Whereas adjunct faculty do not enjoy the job security of continuing, tenure-track, or tenured appointments, and*

*“Whereas Drake University relies on part-time adjunct faculty to teach essential courses in the General Education and Major curricula, and*

*“Whereas Drake University expects its adjunct faculty to hold terminal degrees in the fields in which they teach,*

*“The Faculty Senate at Drake University, by this resolution, urges University leadership to establish \$1,333 as the minimum per-credit hour salary for part-time, adjunct faculty*