

Shared Governance - Notes
November 13, 2018
R100 2:00-3:00 p.m.

Welcome by Faculty Senate (FS) Chair Althoff. The topic is "Improving Pay for Adjunct Faculty."

There seems to be no evidence of the last increase to adjunct pay. Right now, SOSU is in a strong financial position. Fulltime employees will receive a substantial stipend on November 16, 2018, of 3% of base pay and the missed step increases from the last three years.

In 2000, FS brought up the adjunct pay issue but nothing was done at that time.

In 2015, there was a proposal by FS to increase student fees by \$1 per credit hour which was also part of a Shared Governance Forum.

Some comparative data shows that adjunct pay at East Central University is slightly higher than SOSU, and UCO has the highest adjunct pay of the RUSO schools.

SOSU:

\$450 – Bachelor
\$550 – Master
\$700 - PhD

Some adjuncts at SOSU get up to \$3,500 and this may or may not need to be increased. A 20% increase was suggested for base adjunct pay.

In regard to funds available for this increase, we should also consider long-term availability of funds.

From VP Clark the following was noted from the budget:

Adjunct pay

FY17 ~\$1,000,000
FY18 ~ \$927,000

Overload

FY17 ~\$385,000
FY18 ~ \$439,000

Exempt pay for adjunct

FY17 ~ \$56,000

FY18 ~ \$68,000

So, a 20% increase would cost around \$300,000. Some ideas would be to exclude those adjuncts with higher pay. However, in the past, adjunct pay has sometimes been decided on supply and demand so maybe moving away from a standard rate would be a possibility.

Quick audit of classes by VP Clark – 38.5% of courses have fewer than 10 students this past academic year. As we talk about increasing the rate of adjunct compensation it is also tied to a fairly hard base of enrollment. We have been flexible in the past, but with higher adjunct pay, this would have to be enforced.

Are *independent study* courses included in these numbers? Yes. These are taught with no compensation in order to serve students.

President Burrage noted that on July 1 SOSU took on \$750,000 in expense for OTRS; step pay increase \$250,000 and if we annualize the 3% stipend - \$700,000. Would be \$1,700,000 more next year with all of this. Increasing adjunct pay would be an annualized cost. Which would be around \$280,000 annual increase.

FY19 – state aid will be around 25% of our budget – an estimate/guess. We are being privatized. Some of the top paid faculty are earning substantial amounts through teaching overloads. Discussion is welcome but money is still something to consider. Maybe it should not be an across the board increase.

Goal should be to keep fulltime faculty pay at least the secondary education level. Overload pay does help offset lower paid faculty. Faculty salaries may need to be analyzed on an individual basis.

VP Clark – *needs survey* had 297 respondents and the results are being summarized. There's also a proposed tuition waiver, and discussion of adjunct pay increase and travel funding increase. What are the priorities? This needs to be determined before a decision can be made. We need to establish institutional priorities. Maybe develop and submit those in the fall for the next year. VP Clark does not recall tuition waiver increase as an item on the needs survey. Also, the tuition waiver brings up an issue with the residents of Texas. We need an estimate for the tuition waiver increase and an estimate for an increase in adjunct pay.

Quality of programs should be our highest priority – from the floor. The only way to maintain this quality is through independent study and small classes in the math program, for example.

A tuition waiver for dependents of SOSU faculty and staff was [proposed by the FS](#) (10-31-2018). The tuition waiver would strengthen the SOSU community. If this were a competing factor with

adjunct pay, then adjunct pay would need to be addressed first. Adjunct pay addresses the quality of our programs, which depend on quality instruction. To attract and retain adjunct faculty, we need an increase.

VP Clark – we need a reasonable enrollment floor for full adjunct pay – previously was 10 – but depends on a mix of things such as private lessons, independent study, etc.

Differential adjunct rates based on market, discipline, college, and level would be complex, and this would be a large burden on human resources.

With access to CUPA data we should be able to see comparative data as a metric to move forward. Comparing out-of-state data would be difficult due to funding levels in other states.

Our recent prosperity has been driven by control of expenditures as well as enrollment growth. The money for OTRS and stipend is from new revenue--not dipping into the other budgets.

Adjustments to fees – not off the table. However, the freeze in tuition helped the enrollment. Right now, Northeastern Oklahoma has lower tuition than us, but their fees may possibly make them higher. We also serve the poorest region of the state. Last year, we were one of five institutions in Oklahoma that did not raise tuition. Price point and marketing have made a big difference in AP enrollment.

President and VP Clark will look at what an increase in adjunct pay would mean in dollars by analyzing the categories and levels and will share.