

Summer PROfessional Development Handout

Session 7: Adjuncting and Part-Time Lecturing Opportunities

Formative assessment (index cards) for today:

What do you plan to do this year that relates to teaching professional development or academic career preparation? How can we help? (If you want, add your net ID so we can contact you)

Example Adjunct Ad from Tompkins Cortland Community College (TC3)

From: https://www.tc3.edu/dept/hr/e_job.asp

Adjunct Instructor (various disciplines)

Employment Date: Continuous assignments as needed

Terms: Adjunct, Non-renewable

The college is accepting applications for adjunct instructors in various disciplines, as noted below.

Job Description:

Teach one or two sections of disciplines related to degrees/experience such as: Active Literacy, Biology, Communication & Media Arts, Computer Applications, Computer Information Systems, English, English as a Second Language, Environmental Studies, Math, Physics, Paralegal or Psychology.

Qualifications:

Master's degree is required in a closely related area. Paralegal candidates must be admitted to the bar (NY preferred), and have experience working with legal staff. Teaching experience, preferably at the college level and working in a multicultural setting with a diverse student population is desirable. Day or evening offerings *may* be available in each discipline, while all Paralegal courses are only offered in an online format.

Expected Hiring Salary Range:

Currently \$870 - \$990 per credit hour dependent upon experience.

Resources

The Delphi Project on the Changing Faculty and Student Success, University of Southern California (A research project by well-respected education faculty in partnership with the Association of American Colleges & Universities)

<http://www.uscrossier.org/pullias/changing-faculty-student-success/>

The Adjunct Project, The Chronicle of Higher Education (A crowd-sourcing tool with salary lookup)

<http://adjunct.chronicle.com>

New Faculty Majority (an Advocacy Group)

<http://www.newfacultymajority.info>

State University of New York (SUNY)

Instructional Titles

<https://www.suny.edu/hr/compensation/unclassified/group-list/instruction/>

Adjunct rank titles

<https://www.suny.edu/hr/compensation/unclassified/other/adjunct-rank-titles/>

SUNY Chancellor's Award for Excellence in Adjunct Teaching

<http://system.suny.edu/academic-affairs/faculty-staff-awards/excellence-in-adjunct-teaching/>

Ithaca College

"Ithaca College Adjuncts Seek Unionization," *Ithaca Journal*, January 26, 2015.

<http://www.ithacajournal.com/story/news/local/2015/01/26/ithaca-college-adjunct-union/22374775/>

"Making it work as an adjunct in a college town," *Ithaca Times*, September 10, 2014.

http://www.ithaca.com/news/making-it-work-as-an-adjunct-in-a-college-town/article_4dac4934-3919-11e4-b5bb-001a4bcf887a.html

"College sees increase in adjunct faculty," *The Ithacan*, April 23, 2014.

<http://theithacan.org/news/college-sees-increase-in-adjunct-faculty/>

Cornell

<http://cornellsun.com/blog/2014/03/24/cornell-defies-national-trend-with-79-percent-of-faculty-tenured/>

American Association of University Professors

(A professional organization with a labor union that seeks to create policy via research and reporting)

Information about adjuncts:

<http://www.aaup.org/issues/contingency/background-facts>

- Adjuncts are paid per course - on average \$2,700.
- 76 percent of college instructional positions are now contingent (not on the track to tenure, and usually part-time).

The Annual Report on the Economic Status of the Profession:

www.aaup.org/our-work/research/annual-report-economic-status-profession

School	Titles	Approximate Numbers	Pay	Links
Tompkins Cortland Community College (TC3)	All part time instructors are Adjuncts . Adjunct appointments do not offer benefits, however compensation increases over time.	More in fall than spring; last fall there were approximately 250. TC3 has a large number of positions open in English because the courses are required of all students, but other openings vary based on popularity of field. Resumes are welcome in any field at any time; positions are often filled from resumes on hand before positions are posted publicly.	\$870 - \$990 per credit hour (comes to roughly \$2500 - 3500 per course) Maximum credit load of 11.25 credit hours. (Trying to unionize through New York State United Teachers Union.)	TC3 has a wealth of resources for adjunct faculty, including an adjunct teaching manual, and an Adjunct Mentorship Professional Development Partnership Program. Adjunct faculty FAQ: https://www.tc3.edu/faculty/adjunct/adjunct_faq.asp Link to find adjunct positions (there is typically an open-call, general ad posted): https://www.tc3.edu/dept/hr/e_job.asp
Ithaca College	Lecturers are part-time faculty with effort of 58% (6 credits per year max) or less, theoretically working for less than 3 years. Adjuncts are ongoing part-time faculty with benefits, working more than 58% for 1-3 year contracts.	150 part-time lecturers (30% of instructional employees), contracts may be as short as three months Fewer adjuncts (~12).	Lecturers: Now \$1400 per credit hour, \$4200 per a typical course.	All positions are posted online at: http://www.ithaca.edu/jobs
Cornell	<i>(Please help us fill in this info!)</i>	<i>(Please help us fill in this info!)</i>	\$6,300-20,000 per course (est.)	<i>(Please help us fill in this info!)</i>

School	Titles	Approximate Numbers	Pay	Links
SUNY Cortland	<p><i>From SUNY website:</i> Adjuncts are part-time, and may have titles such as Adjunct Instructor, Adjunct Lecturer, or Adjunct Assistant Professor. Benefits may be available above 50%.</p> <p>Qualified Academic Rank positions may be full or part-time, but service does not count towards tenure. May include titles such as Visiting Instructor, Visiting Assistant Professor, or Lecturer.</p> <p>Casual employees (less common) have short-term service with no benefits, and, confusingly, may also be called Instructor or Lecturer.</p>	<p>Most adjuncts are part-time, paid per class, on one-semester contracts at discretion of the department chair. Benefits may be available depending on effort. Full-time adjuncts may be on one-year contracts, but the number is very limited.</p> <p>Lecturers teach full-time with a 2-3 year contract and can submit portfolios for renewal. The union sets a ratio of lecturers to full-time faculty (e.g., 1:5), which limits the number of positions.</p> <p>Full-time visiting faculty positions are more rare, used for sabbatical replacements and emergency situations before a search can be conducted. The 1-2 year contracts, may be renewed in some cases. These positions often hire recent graduates.</p>	<p>Adjunct faculty: \$2615 per 3 credit hour course</p> <p>Lecturers: (Have not found a salary range yet, but supposedly are paid less than visiting faculty.)</p> <p>Visiting faculty: \$33,604 - 38,460 per year</p>	<p>Link to find adjunct and visiting faculty positions: https://jobs.cortland.edu/applicants/jsp/shared/Welcome_css.jsp</p> <p>There are often general, open-call ads posted to create a pool of possible adjuncts for departments that rely on them heavily. Follow-up to “cold” applications may be spotty, so it may be best to reach out to the department chair.</p>