

COMPENSATION RATES FOR ADJUNCT POSITIONS

(per credit hour compensation rates)

EFFECTIVE JANUARY 2008

- The per credit rate is determined by Credentials and the Number of Graded college-level courses taught

- ❶ Use the following scale to determine which step to use:

STEP	GRADED COURSES TAUGHT		STEP	GRADED COURSES TAUGHT
1	0-3		7	19-21
2	4-6		8	22-24
3	7-9		9	25-27
4	10-12		10	28-30
5	13-15		11	31-33
6	16-18		12	34 or more

- ❷ Determine the per credit rate by combining the STEP column with the CREDENTIALS row:

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
Master's	\$698	\$725	\$754	\$784	\$814	\$848	\$882	\$917	\$954	\$992	\$1,032	\$1,073
Master's +	\$725	\$754	\$784	\$814	\$848	\$882	\$917	\$954	\$992	\$1,032	\$1,073	\$1,118
ABD	\$754	\$784	\$814	\$848	\$882	\$917	\$954	\$992	\$1,032	\$1,073	\$1,118	\$1,162
Ph.D.	\$814	\$848	\$882	\$917	\$954	\$992	\$1,032	\$1,073	\$1,118	\$1,162	\$1,203	\$1,250

Additional Details:

- A person with multiple Master's degree is considered as *Master's +*; M.F.A is considered *Master's +*; J.D. is considered as *ABD*.
- Labs taught alone (without the corresponding lecture) count as one-half a course.
- "Graded college-level course" means that the individual was the instructor of record and assigned course grades.
- Check with the Academic Affairs Office (Fredericksburg campus) or the Dean's Office (CGPS, Stafford Campus) for the current policy about mileage rates for adjunct faculty who qualify.