

Appendix A

College of Public Health
Adjunct and Overload Faculty Pay Policy
Full-time and Permanent Part-time Instructional Faculty Pay Schedule
Effective Fall 2022

The College of Public Health fields academic programs and degrees, undergraduate through PhD for a variety of specialized, professional health, allied and public health and social service professions. Faculty who teach undergraduate and graduate courses are responsible for learning outcomes, including acquisition of competencies (knowledge, skills and abilities) that meet professional practice standards. The faculty accountability for teaching specialized content and technical skills as well as determining student achievement of learning outcomes that meet professional practice standards is not different for undergraduate or graduate courses. As such, CPH Academic Units only employ faculty to teach courses who are highly qualified and experienced in the discipline or professional field (as determined by the Department) and whose experience and qualifications are related to the course content and purpose.

The following pay schedule applies to all adjunct faculty teaching contracts for regular and on-line courses (including Wiley On-Line Program courses) for all courses (undergraduate and graduate). Consistent with CPH Overload Teaching Assignment and Compensation Policy, the adjunct pay schedule applies to all full-time and part-time faculty teaching courses on an overload assignment.

Salaries for teaching are listed per didactic hour. In laboratory or clinical practicum courses, didactic hours are computed on the basis of three contact hours equaling one didactic hours. No allowance is made for travel and reimbursement is not allowed for regular off-campus teaching.

| Highly Qualified/Experienced | Exceptionally Qualified/Experienced | Exceptionally Qualified/Experienced with a Bachelor's degree | Exceptionally Qualified/Experienced with a Master's degree |
|---|--|---|---|
| \$1,372/per didactic hour | \$1,604/per didactic hour | \$1,489/per clinical hour | \$1,604/per clinical hour |
| <i>Note: Additional compensation may be granted on a course-by-course basis for exceptionally qualified and experienced faculty based on compelling market conditions and faculty longevity or notable professional stature. Exceptions are reviewed and approved annually by the CPH Budget Committee.</i> | | | |

Faculty contracted to develop and teach Wiley On-line Program courses as an overload work assignment during the regular academic year and summer session are compensated according to the pay schedule that follows. This as the Wiley on-line program budget is not funded by University budget allocation or state supported faculty lines.

| Course Development | Course Teaching |
|-----------------------------|-------------------------|
| \$8,000/per 3-credit course | 1,604/per didactic hour |
| \$5,334/per 2-credit course | |
| \$2,667/per 1-credit course | |