

Hourly Rate

Instructor, Lecturer, Adjunct Lecturer, Adjunct Lecturer (Doctoral Student)

| 11/1/2022 | 3/1/2023 | 4/1/2024 | 9/1/2025 | 1/26/2026 | 9/1/2026 | 6/1/27* |
|-----------|----------|----------|----------|-----------|----------|---------|
| \$91.67 | \$94.42 | \$97.25 | \$100.41 | \$112.50 | \$116.44 | - |
| \$98.40 | \$101.35 | \$104.39 | \$107.79 | \$112.50 | \$116.44 | - |

Assistant Professor, Adjunct Assistant Professor

| 11/1/2022 | 3/1/2023 | 4/1/2024 | 9/1/2025 | 1/26/2026 | 9/1/2026 | 6/1/27* |
|-----------|----------|----------|----------|-----------|----------|---------|
| \$100.00 | \$103.00 | \$106.09 | \$109.54 | \$120.83 | \$125.06 | - |
| \$106.41 | \$109.60 | \$112.89 | \$116.56 | \$120.83 | \$125.06 | - |

Associate Professor, Adjunct Associate Professor

| 11/1/2022 | 3/1/2023 | 4/1/2024 | 9/1/2025 | 1/26/2026 | 9/1/2026 | 6/1/27* |
|-----------|----------|----------|----------|-----------|----------|---------|
| \$108.33 | \$111.58 | \$114.93 | \$118.66 | \$129.17 | \$133.69 | - |
| \$118.45 | \$122.00 | \$125.66 | \$129.75 | \$129.75 | \$134.29 | - |

Professor, Adjunct Professor

| 11/1/2022 | 3/1/2023 | 4/1/2024 | 9/1/2025 | 1/26/2026 | 9/1/2026 | 6/1/27* |
|-----------|----------|----------|----------|-----------|----------|---------|
| \$112.50 | \$115.88 | \$119.35 | \$123.23 | \$137.50 | \$142.31 | - |
| \$115.96 | \$119.44 | \$123.02 | \$127.02 | \$137.50 | \$142.31 | - |
| \$119.80 | \$123.39 | \$127.10 | \$131.23 | \$137.50 | \$142.31 | - |
| \$130.49 | \$134.40 | \$138.44 | \$142.94 | \$142.94 | \$147.94 | - |

3 Contact Hour/Course Compensation

Instructor, Lecturer, Adjunct Lecturer, Adjunct Lecturer (Doctoral Student)

| 11/1/2022 | 3/1/2023 | 4/1/2024 | 9/1/2025 | 1/26/2026 | 9/1/2026 | 6/1/2027 |
|-----------|----------|----------|----------|-----------|----------|----------|
| \$5,500 | \$5,665 | \$5,835 | \$6,025 | \$6,750 | \$6,986 | \$7,100 |
| \$5,904 | \$6,081 | \$6,264 | \$6,467 | \$6,750 | \$6,986 | \$7,100 |

Assistant Professor, Adjunct Assistant Professor

| 11/1/2022 | 3/1/2023 | 4/1/2024 | 9/1/2025 | 1/26/2026 | 9/1/2026 | 6/1/2027 |
|-----------|----------|----------|----------|-----------|----------|----------|
| \$6,000 | \$6,180 | \$6,365 | \$6,572 | \$7,250 | \$7,504 | \$7,600 |
| \$6,385 | \$6,576 | \$6,773 | \$6,994 | \$7,250 | \$7,504 | \$7,600 |

Associate Professor, Adjunct Associate Professor

| 11/1/2022 | 3/1/2023 | 4/1/2024 | 9/1/2025 | 1/26/2026 | 9/1/2026 | 6/1/2027 |
|-----------|----------|----------|----------|-----------|----------|----------|
| \$6,500 | \$6,695 | \$6,896 | \$7,120 | \$7,750 | \$8,021 | \$8,100 |
| \$7,107 | \$7,320 | \$7,540 | \$7,785 | \$7,785 | \$8,057 | \$8,100 |

Professor, Adjunct Professor

| 11/1/2022 | 3/1/2023 | 4/1/2024 | 9/1/2025 | 1/26/2026 | 9/1/2026 | 6/1/2027 |
|-----------|----------|----------|----------|-----------|----------|----------|
| \$6,750 | \$6,953 | \$7,161 | \$7,394 | \$8,250 | \$8,539 | \$8,600 |
| \$6,958 | \$7,166 | \$7,381 | \$7,621 | \$8,250 | \$8,539 | \$8,600 |
| \$7,188 | \$7,404 | \$7,626 | \$7,874 | \$8,250 | \$8,539 | \$8,600 |
| \$7,829 | \$8,064 | \$8,306 | \$8,576 | \$8,576 | \$8,876 | \$8,702 |

Background on Red Circled Rates: When the hourly rates increased for all adjuncts in the 2017-2023 Contract, adjuncts at the top of the salary schedules received the across the board raises instead of the new flat rates to avoid a salary reduction. In union contract language, this practice is called red circling.

In the 2023-2027 contract, red circling continues for these adjuncts until the hourly rates when increased according to the raises of the contract yield pay that is less than the new flat rates. The hourly red-circled rate then comes to match the new, higher flat rates for most adjuncts as of the January 26, 2026 pay increase while still being a significant raise. After that point, only those in the Adjunct Professor title who started on the top salary step remain red circled.

The fields outlined in red in the schedules of hourly pay (left) and the below tables of rates for a 3 contact hour course and a 4 contact hour course represent the pay rates for red circled adjuncts.

*Contact hours is the number of hours an adjunct teaches, though it may include a conference hour, as in the case of some writing classes, and may be multiplied for large-sized classes. Teaching contact hours may be different from the number of credits to students.

The pay structure for teaching adjuncts changes on June 1, 2027 from an hourly structure to a per-course structure based on the number of contact hours. Under the new structure, after June 1, 2027, Adjunct Lecturers will receive \$2,367 per contact hour (per course), thus pay for a 3 contact hour course will be \$7,100, and pay for a 4 contact hour course will be \$8,875. Adjunct Assistant Professors will receive \$2,533 per contact hour (per course), Adjunct Associate Professors will receive \$2,700 per contact hour (per course), and Adjunct Professors who are not on the remaining red-circled top step will receive \$2,867 per contact hour (per course.) See the tables above for the per-3-contact-hour and per-4-contact-hour course rates for these three titles.

4 Contact Hour/Course Compensation

Instructor, Lecturer, Adjunct Lecturer, Adjunct Lecturer (Doctoral Student)

| 11/1/2022 | 3/1/2023 | 4/1/2024 | 9/1/2025 | 1/26/2026 | 9/1/2026 | 6/1/2027 |
|-----------|----------|----------|----------|-----------|----------|----------|
| \$6,875 | \$7,082 | \$7,294 | \$7,531 | \$8,438 | \$8,733 | \$9,467 |
| \$7,380 | \$7,601 | \$7,829 | \$8,084 | \$8,438 | \$8,733 | \$9,467 |

Assistant Professor, Adjunct Assistant Professor

| 11/1/2022 | 3/1/2023 | 4/1/2024 | 9/1/2025 | 1/26/2026 | 9/1/2026 | 6/1/2027 |
|-----------|----------|----------|----------|-----------|----------|----------|
| \$7,500 | \$7,725 | \$7,957 | \$8,215 | \$9,063 | \$9,380 | \$10,133 |
| \$7,981 | \$8,220 | \$8,467 | \$8,742 | \$9,063 | \$9,380 | \$10,133 |

Associate Professor, Adjunct Associate Professor

| 11/1/2022 | 3/1/2023 | 4/1/2024 | 9/1/2025 | 1/26/2026 | 9/1/2026 | 6/1/2027 |
|-----------|----------|----------|----------|-----------|----------|----------|
| \$8,125 | \$8,368 | \$8,620 | \$8,900 | \$9,688 | \$10,027 | \$10,800 |
| \$8,884 | \$9,150 | \$9,425 | \$9,731 | \$9,731 | \$10,072 | \$10,800 |

Professor, Adjunct Professor

| 11/1/2022 | 3/1/2023 | 4/1/2024 | 9/1/2025 | 1/26/2026 | 9/1/2026 | 6/1/2027 |
|-----------|----------|----------|----------|-----------|----------|----------|
| \$8,438 | \$8,691 | \$8,951 | \$9,242 | \$10,313 | \$10,673 | \$11,467 |
| \$8,697 | \$8,958 | \$9,227 | \$9,527 | \$10,313 | \$10,673 | \$11,467 |
| \$8,985 | \$9,255 | \$9,532 | \$9,842 | \$10,313 | \$10,673 | \$11,467 |
| \$9,787 | \$10,080 | \$10,383 | \$10,720 | \$10,720 | \$11,095 | \$11,467 |