Adjunct Faculty Advancement (Policy/Procedure)

Policy: In recognition of the valuable service to Oglala Lakota College provided by adjunct faculty, they may be designated as associate faculty. Associate Faculty are remunerated at a higher rate than adjunct faculty and are encouraged to participate in departmental activities.

QUALIFICATIONS AND COMPENSATION:

Adjunct Faculty who have taught less than 4 semesters or two years at a college level will receive the following salary for undergraduate courses based on their degree:

- Bachelors = $1,200.00 (3 credit hour course)
- Masters = $1,300.00 (3 credit hour course)
- Ph.D. = $1,400.00 (3 credit hour course)

Adjunct Faculty who have taught for 4 semesters or two or more years at college level are eligible for Associate Faculty status and the following salary for undergraduate courses based on their degree:

- Bachelors = $1,300.00 (3 credit hour course)
- Masters = $1,500.00 (3 credit hour course)
- Ph.D. = $1,600.00 (3 credit hour course)

Associate Faculty that have taught for 16 semesters or 8 years or more at a college level will receive the following salary for undergraduate courses based on their degree:

- Bachelors = $1,400.00 (3 credit hour course)
- Masters = $1,600.00 (3 credit hour course)
- Ph.D. = $1,700.00 (3 credit hour course)

Adjuncts that are at an Associate Faculty level of $1,500.00 before the approval of this policy dated August, 2007 will be grandfathered in at that amount.

GRADUATED LEVEL COMPENSATION:

Adjunct Faculty approved to teach graduate level courses will receive $600 per graduate credit hour.

NOMINATING PROCESS:
Chairpersons and district directors may nominate adjunct faculty members to the Vice-President for Instruction. This recommendation should in writing and describes nominees qualifications.

APPRVAL:

The Vice President for Instruction may recommend any nominated person for Associate status to the Board of Trustees, but if there are questions concerning qualifications, a review committee drawn from the Instructional Division shall recommend. The Board Of Trustees appoints Associate Faculty.