

Texas A&M International University
TAMIU Faculty Senate
Friday February 3, 2023
12:00 p.m.– 2:45 p.m.
WHTC Rm. 125

I. The meeting was called to order by the Faculty Senate President, Dr. Ruby Ynalvez at 12:02 p.m.

II. *Roll Call*: Dr. Ruby Ynalvez, Dr. Hayley Kazen, Dr. Marvin Bennett, Ms. Jeanette Hatcher, Dr. Li-Zheng Brooks, Dr. Seong Kwan Cho, Dr. Deepak Ganta, Dr. Ariadne Gonzalez, Dr. Tatiana Gorbunova, Dr. Kate Houston, Dr. Runchang Lin, Dr. Diana Linn, Dr. Mehnazz Momen, Ms. Marcela Moran, Dr. James Norris, Dr. Lola Norris, Dr. Leonel Prieto

III. *Our Guests* were given the floor:

Dr. Pablo Arenaz

Dr. Arenaz announced that the search for the Vice President for Student Engagement and the Library Director are well underway and the search committees will be working with the Parker Executive Search Firm. Also, our Provost, Dr. Mitchell will be retiring at the end of this academic year, so they have also begun the process of searching for a new provost. We would like to have the candidates for these positions on campus by the end of April or the beginning of May.

We now have the initial run of the budget from the legislature. Right now our budget is about \$3.8M below what it was during the last biennium. But all of the numbers are not in yet in terms of credit-hour production, so that dollar amount may change. On Tuesday Dr. Arenaz will be presenting his report to the Senate Finance Committee. What the chancellors of the 6 systems have proposed is to add about \$1 billion to higher education; \$375M into the formula to cover student growth and inflation costs, \$80M for the Comprehensive Regional Universities, support for the Hazelwood Act for veterans, more funding for the higher education health care costs and they are requesting funding for student mental health.

Our Lt. Governor now seems to be comfortable with modifying post-tenure review. This will have little effect on us because we are already doing a yearly review of our post-tenure through our PPEs.

Dr. Thomas Mitchell

Dr. Mitchell made several announcements to the Senate:

- Faculty PPEs are due soon because chairs will be doing their evaluations during February and the deans have a March 27th deadline to get their findings to the provost. Dr. Mitchell urged the Senate to look into the possibility of allowing faculty to respond to comments on their PPEs at all levels; the Chair, the Dean and the Provost.

- The Fall schedules are about to be constructed. We still have a lack of classes at 6:00 and 7:30 p.m. time slots for those students who work full-time during the day.

- Our catalog should be out in early March. We need to be working on curriculum changes at the department and the college level during the Spring semester so that the catalog can come out in a more timely manner.

- The Administration is about to begin their annual lunches with the faculty who are coming up for tenure soon (in the next year or two). They are also currently scanning all tenure candidates' documentation so that the new provost will have a baseline to judge future decisions regarding promotion and tenure of faculty.

- When we hire someone who teaches online from out of the state of Texas then we have to comply with the tax and employment laws of that state, some of which may come into conflict with Texas laws. The UT system has come up with a list of states where we can not hire online instructors because of this legal conflict.

Mr. Griz Zimmermann (Athletics Director)

Reported to the Senate that he is continuing his work with his student athletes to improve their academic status within TAMIU. Ten years ago, we had about 200 student athletes and 11 sports with 60 to 65 students having a 3.0 average or better. We still have about the same number of student athletes and the same number of sports, but last semester we had 143 out of 203 students with a 3.0 or better.

IV. The minutes for the December 12th Faculty Senate meeting were approved with no corrections.

V. Faculty Senate President's Updates (Senator Ynalvez):

Senator Ynalvez updated the senators with some of her current duties as Faculty Senate President:

- every other week attendance at the Executive Council meetings,
- attend the American Colleges and Universities workshops,
- chaired the University Grievance Committee,
- a member of the University Research Counsel,
- Decennial Leadership Meetings
- attend A&M's and Texas Counsel of Faculty Senates meetings,
- co-ordinate with several Faculty Senate chairs for their committees' tasks.

Senator Ynalvez also presented to the Senate a revised statement of item 6 under Faculty Responsibility in our Handbook (see attached). A ballot was presented to the Senate with 2 alternate statements for consideration in a vote (see attached). As a rebuttal to this compromise, Senator Houston read a list of "Feedback from TAMIU Faculty on Campus Presence as a Faculty Responsibility" (see attached). A nomination was made and seconded that the Senate vote on these 2 compromise statements:

- Statement 1 - 14 no, 2, yes, 1 abstain
- Statement 2 - 13 no, 4 yes, 0 abstain.

So, both statements failed to be approved.

VI. Old Business:

a. Faculty Assembly: Academic Oversight Committee:

Senator Kazen announced that the AOC has met and completed compiling the data from last November's Faculty Assembly meeting. They plan to meet again and hope to have a report on the results to present to the Senate during the March meeting.

b. University Awards: Awards Committee:

Senator Moran reported that the Awards Committee has been sending reminders to chairs and deans for the names of faculty award nominee finalists. The due date for the finalists to be submitted to the Awards Committee is February 13th. It was agreed that there should be at least 4 computers in the Provost's conference room for Senators to review the electronic dossiers.

c. Senator Ynalvez reported on behalf of the Committee on Committees that a letter was sent to Mr. Wilkinson informing him of the Senate's previous decision to keep the proposed University Assessment Committee as *ad-hoc* for a trial time period of a year. Also, the Awards Committee will be soliciting faculty to aid in classroom observations for the teaching awards as soon as they have a list of finalists.

VII. New Business:

Senator Hatcher reported that the target date for opening up the Administrations' Assessments is March 7th and they will remain open for 7 to 10 days.

VIII. Committee Reports:

A. Budget and Finance Committee:

Senator Ganta reported that the University Budget and Finance Committee is scheduled to meet in 2 weeks.

B. Committee on Fixed-Term Faculty: no report.

C. Distance Education and Instructional Technology Committee:

Senator Momen reported that they are about to upgrade Blackboard again. Senator James Norris also mentioned that TAMIU's Blackboard is still a couple years behind in updates.

D. Faculty Handbook Revision Committee: no report.

E. Technology Advisory Committee:

Senator Kazen made several announcements:

- If you have your email blocked you need to contact OIT individually to have the block lifted.
- If you need longer email retention, again, you need contact to OIT and they can help set you up with cloud storage for longer retention.
- They are working to streamline the process of getting IT permission to install free software on university computers.
- It was announced that Team's Messages are not saved past 24 hours so that if you want something saved you need to use your email.

F. University Ethics Committee: no report.

IX. Other Business:

It was announced that the Senate representative for the VP for Student Engagement search committee will be Senator Gonzalez and for the Provost search committee will be Senator Brooks.

Senator Ynalvez reported that the requested agenda item for pay increases for Adjunct Faculty were not within the bounds of the Senate, but was an administrative decision. Also, information was shared with the Senate about the average pay for adjuncts within TAMIU and compared to other Texas universities and colleges (see attached).

X. Meeting was adjourned at 2:08 p.m.

January 31, 2023

Re: revision item 6 under Faculty Responsibility, Faculty Handbook

Dear Senators,

I hope that this message finds you well. This is a long one, thus I thank you in advance.

This is in reference to the proposed statements from the Provost that we have discussed and voted upon (twice). The second one was the Provost's compromise statement. Given that the Provost "came back" to us, the faculty senators, it gave an impression that this proposal for a statement in the handbook must be important. In this regard, I gave more thoughts as to why, a compromise statement was presented to us. We discussed. I also gave thoughts to all our discussions. I would like to share with you that as President of the Faculty Senate, I personally decided that it is my moral obligation to view, analyze and consider both faculty and TAMIU in general in my decisions. I also learned this from past Presidents of the Faculty Senate. In this regard, I am proposing a revised statement and a compromise statement.

I present to you a compromise statement. Likewise, this is simply a **revision to item 6** under the existing/current Faculty Responsibilities in the Faculty Handbook (highlighted below).

Current statement in our handbook: **Be available to students for consultation on course work during regular published office hours.**

Compromise statement/revised statement: **Maintain on campus a regular schedule of classes and office-hours each week in order to engage directly and productively with students and colleagues.**

In our TAMIU Faculty Handbook

Teaching Faculty

Texas A&M International University is committed to excellence in instruction, a concern for students, and the integrity of the institution. As such, all teaching faculty are expected to:

1. Make known to students in writing the goals and requirements of each course, the nature of the course content and the methods of evaluation to be employed.
2. Meet classes as scheduled.
3. Instruct so as to meet course objectives.
4. Maintain competence in teaching fields.
5. Be professional in conduct, in the classroom, and show respect for the students.
6. Be available to students for consultation on course work during regular published office hours.
7. Serve as academic advisor in accordance with college policy on advisement.

I hope that you also find this revised and compromise statement amenable and a reasonable compromise. We already have existing faculty responsibilities in the handbook. My basis are items A-F:

A) The University does need campus presence to be in the handbook. Dr. Mitchell had explained this in one or two of our Faculty Senate meetings.

B) Remember also that as faculty we do not have contracts. We have appointments but no contracts. Thus, having the campus presence expectation in a contract will not solve the need.

The other statements we reviewed last Fall were interpreted by the majority of us as mandatory and restrictive and/or by the faculty.

C) Based on the data: The majority of us practice the 4-day campus presence.

Below is the set of data:

- COAS: Only 3 had a schedule requiring fewer than 4 days on campus.
 - COED: Only 2 had fewer than 4 days on campus.
 - ARSSB: Only 4 had fewer than 4 days on campus (2 of them new professors but all had at least 3 days posted).
 - CONHS: Only 1
 - UC: None.
-
- So only 10 faculty total. Many even had a 5-day on-campus schedule. Plus not on record are campus presence on weekends.

D) The fact that majority of us faculty are already practicing 4-day campus presence, then the expected 4-day campus presence will not cause burden to us faculty. This is very important to me. Nevertheless, the statement has been revised, with no "4-day campus presence" stated within the statement.

E) There was contention in the wording or content of previous statements because "4-day campus presence" was not found in any handbook of the A&M institutions.

However, the following statements were found in several handbooks. These statements all reflect office hours and regular attendance which will align with my proposed revise statement.

Revised statement for vote by TAMIU Faculty Senate.

Maintain on campus a regular schedule of classes and office-hours each week in order to engage directly and productively with students and colleagues.

See below for your reference, and for comparison with existing statements from other A&M institutions' handbooks.

Prairie View A&M

- observe the Faculty Office Hours, Campus Presence, and Online Presence requirements;

- meet their classes regularly and promptly, at times and places scheduled; classes should be canceled only for the most serious reasons, and students should be given advance notice, if at all possible, of instructor's absences

West Texas A&M University

- Faculty members are expected to have a physical presence on campus during their teaching appointment to meet with students, to be an active member of the department and a visible member of the college learning community. Office hours should be chosen for the convenience of student visits and should be clearly posted and observed, allowing for special appointment times as warranted. Minimum number of office hours should be determined in consultation with the appropriate direct supervisor.

A&M San Antonio

- Office Hours All A&M-San Antonio faculty members are required to hold office hours weekly, with specific time requirements as determined by the Department. The times and days of availability are at the discretion of the faculty member. This information should be posted in every course syllabus and/or posted on Blackboard.

A&M Texarkana

- FACULTY OFFICE HOURS 6.1 Faculty members shall maintain a minimum of four hours of office time per week to confer with and counsel students. Office hours shall be chosen for the convenience of students and must be posted. Faculty are expected to be available for student conferences at other times by appointment.

A&M Commerce

- Faculty members are expected to post a minimum of five office hours each week. These hours are to be included in faculty members' syllabi. These hours can be in real time or online, in proportion to the modality of classes taught. Departments may require additional hours.

F) We already have an existing faculty responsibility that aligns closely with this compromise statement. See alignments:

Current statement in our handbook: Be available to students for consultation on course work during regular published office hours.

Compromise statement/revised statement: Maintain on campus a regular schedule of classes and office-hours each week in order to engage directly and productively with students and colleagues.

Thank you, and I hope that I was able to clearly explain why I am presenting to you both a revise and a compromise statement. I hope that I was able to reasonably present to you my basis (items A-F) for this statement.

Thank you,
Ruby

Current statement TAMIU Faculty Handbook 2022, page 95, Chapter 13 - Teaching Responsibilities and Related Information, Faculty Responsibilities:

6. Be available to students for consultation on course work during regular published office hours.

Proposed Revised statement 2: Be available to students for consultation on course work during regular published **on-campus** office hours.

YES, present the revised statement to the faculty body for voting/possible inclusion in the faculty handbook

NO, do not present the revised statement to the faculty for further consideration of inclusion in the handbook

Abstain

Current statement TAMIU Faculty Handbook 2022, page 95, Chapter 13 - Teaching Responsibilities and Related Information, Faculty Responsibilities:

6. Be available to students for consultation on course work during regular published office hours.

Proposed Revised statement 2: Be available to students for consultation on course work during regular published **on-campus** office hours.

YES, present the revised statement to the faculty body for voting/possible inclusion in the faculty handbook

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YES, present the revised statement to the faculty body for voting/possible inclusion in the faculty handbook

NO, do not present the revised statement to the faculty for further consideration of inclusion in the handbook

Abstain

Feedback from TAMIU Faculty on Campus Presence as a Faculty Responsibility

#1

Q1

Please use this space to describe any issues you'd like me to present to Faculty Senate on your behalf.

I absolutely do not want to have that language on the handbook. Honestly, it is demoralizing to think that our administrators see us this way: as lazy professionals who have to be taught how to be present on campus. But I hope that it is established that we as faculty are absolutely opposed to this.

#2

Q1

Please use this space to describe any issues you'd like me to present to Faculty Senate on your behalf.

Please keep voting down the handbook language regarding campus presence. No need to meddle with the handbook when the hiring contract, offer letter, and annual evaluations provide ample opportunity to address the "expectation of regular campus presence." And also: what a silly hill to die on.

#3

Q1

Please use this space to describe any issues you'd like me to present to Faculty Senate on your behalf.

With respect to the requirement of faculty presence on campus being included in the faculty handbook, I am strongly against. Mandating physical faculty presence in this way is not in keeping with industry practices, is disrespectful of faculty autonomy, and will encourage faculty to resign while making them much harder to replace. It is clearly an attempt at egregious administrative overreach, and must not be entertained.

#4

Q1

Please use this space to describe any issues you'd like me to present to Faculty Senate on your behalf.

4 day presence. I have not yet weighed in but I am very strongly opposed to a required 4 day presence. I write and my writing is interrupted when I cannot work from morning to night at my home computer. While some folks are able to get back to their writing when interrupted on campus, I cannot. If we aspire to be a research institution, then administration should not micromanage my day. I work day and night, I work weekends. I am not a line worker. I am diligent and hard working. If the administration wants a 4 day 9-5 presence, then tell the Chancellor and Board of Regents to turn us into a community college.

Feedback from TAMIU Faculty on Campus Presence as a Faculty Responsibility

#5

Q1

Please use this space to describe any issues you'd like me to present to Faculty Senate on your behalf.

I find the proposed four day presence policy a highly unnecessary addition to the faculty handbook. Such a policy is incongruent with university best practices across academe. It is seemingly odd and a bit perplexing that this issue is being raised over and over again. Such a policy rigidly defines and confines academic labor to a very narrow slot that does not align with the diversity and flexibility needed to excel in contemporary academics. Lastly, considering the comparably high productivity of TAMIU's faculty concerning course delivery, scholarship, and especially, service, such a policy seems completely needless save for a few examples of seemingly low productivity that could be dealt with already existing policies. Currently, TAMIU faculty excel in serving our students and this policy, in light of that, appears highly unnecessary and could potentially diminish the liberal character so integral to the success of the American university system of the past century.

#6

Q1

Please use this space to describe any issues you'd like me to present to Faculty Senate on your behalf.

I strongly oppose the addition of a 4-day or otherwise regular presence (8 to 5) on campus rule. The only reason that I can think of for adding this policy is as a "gotcha" for penalizing otherwise well-performing faculty that have somehow earned the ire of the administration. For poorly performing faculty, their teaching evaluation scores or poor research productivity or student complaints should suffice for disciplining that faculty member. It just takes courage on behalf of the administrators. Furthermore, there appears to be a philosophical move to try and make professors "regular employees," which would minimize or erase the de facto distinctions between faculty and staff. The nature of the work of faculty and staff is inherently different. The work of faculty is inherently creative. This work is done when inspiration and the muses strike during the process of study and other scholarly activities such as long conversations with colleagues at other universities or TAMIU colleagues at coffee shops. Almost by definition, scholarship is not an 8 to 5 endeavor. That would be similar to making a singer or an artist keep regular office hours. It is simply diametrically opposed to the nature of the work. We, as faculty, tend to work in creative bursts. Sometimes, I spend all week including weekends at the University because I am working on an idea or a grant or have an article revision deadline due. And other days I am on campus rarely. It is the nature of the work. Sometimes, this move appears to be more closely linked to being an administrator's swan song, "During my time at the University, I instituted the 4-day work week," rather than the solution to a problem that actually exists. Regarding retention, many of us can actually have fairly well paid 8 to 5 jobs outside of the University. However, we choose the University life (even at significantly lower pay) because we appreciate the academic freedom it gives us, we appreciate teaching and we want to give back to this community. If I was forced to go show up from 8 to 5, I can actually very easily work for another institution from 8 to 5 and make 50 - 100% more than at TAMIU. In fact, I have had job offers since beginning at TAMIU at medical centers and other agencies where that would have been possible, but I prefer the traditional academic environment and so I stay. Truth be told, I work better off-campus. I am productive research wise and maintain excellent teaching scores without being on campus in a manner similar

Feedback from TAMIU Faculty on Campus Presence as a Faculty Responsibility

to an 8 to 5 employee. In summary, this perennial need to address this question is confusing to me. No means no. Stop the badgering about it. I have never heard from any other colleague at any other University about a similar rule, much less a rule that keeps being voted down. As far as other measure for retention, I think that the only way to do that is to build community among faculty and integrate them better into the Laredo community especially into the cultural events.

#7

Q1

Please use this space to describe any issues you'd like me to present to Faculty Senate on your behalf.

I don't think I'll be able to make it tomorrow, coincidentally enough because I'm a disabled and chronically ill professor.

What I wanted to add to the conversation was that this policy reflects academic ableism, as disabled and chronically ill professors sometimes need to work from home. Chronically ill and disabled professors are still productive and worthy, and this 4-day requirement will (regardless of intention) reinforce ableist frameworks that prioritize abled bodies that can work on a regular schedule in conventional settings.

In fact, part of why disabled/ill folks pursue this path is often in part because the flexibility of academia vs a 9-5 schedule enticed us even from our undergrad days.

Fortunately, I have ADA accommodations that allow me to work from home whenever I need to. However, many chronically ill and disabled faculty are unaware that their conditions constitute a disability, or perhaps their ADA accommodation request is stuck in the bureaucratic system somewhere (it took me 6 months to get my accommodations, and that's a good turnaround time!), or perhaps they are unaware that they can request accommodations for this specifically.



DEITC Meeting Minutes



Time: 3:05pm

Date: 1/30/23
Location: KL 420

Co-chairs:

1. Dr. James Norris (Faculty Senate Appointee)

Members Present:

1. Dr. Donovan Weight
2. Dr. Chao Chen
3. Janet Carillo
4. Dr. Jennifer Coronado
5. Dr. Martha Salinas
6. Dr. Mehnaaz Momen
7. Rene Prado
8. Karol Batey
9. Dr. Kevin Lindberg
10. Dr. Yong Chen

Administrative Associate

Stephanie Alderete

Instructional Designers (non-voting)

1. Ivette Soto
2. Gloria Sanchez
3. Nirupama Akella

Members Absent:

1. Triana Gonzalez
2. Dr. Cynthia Pina
3. Karla Linero Reyes
4. Dr. Marcela Moran
5. Dr. Patricia Abrego, ex-officio
6. Melissa Soulas
7. Carlos Vallarta

Associate VP/CIO

Mike Munoa

Item	Action/Information
Approval of Minutes	*Committee members reviewed minutes from November 21, 2022 Dr. Jennifer Coronado and Dr. Martha Salinas motioned to approve minutes.
Top Hat Campus Wide Deployment	<p>*Gloria Sanchez presented information on the Top Hat campus wide deployment and implementation.</p> <p>- Funding from a Title V grant will cover the campus wide license for Top Hat from January 1 to December 31, 2023. The paywall has been removed from all TAMIU courses so both faculty and students have access to Top Hat.</p> <p>-Single sign on is currently active for Top Hat, so when students sign into their Blackboard account they will automatically be signed into Top Hat. It is important to note that faculty members still need to add a “course launch” connection inside of their content area for the single sign on to be activated. This is being stressed in the trainings provided by the eLearning team.</p> <p>-Dr. Mitchell sent out an email on Friday January 13th encouraging the use of Top Hat along with a guide on how to use Top Hat to take attendance.</p> <p>The following presentations and trainings have taken place so far:</p> <ul style="list-style-type: none"> • Top Hat open lab sessions November 28- December 2, 2022, total of 14 participants. • Department presentations for Math & Physics, University College, Nursing and International Banking & Finance Studies. • Workshops in January, 6 sessions, ten participants

	<ul style="list-style-type: none"> • Faculty service requests, 39 including email, phone, walk-in and office visits. • Eight classroom visits <p>-As of the date of this meeting,</p> <ul style="list-style-type: none"> • 72 faculty members are using Top Hat • 142 Spring 2023 courses • 3686 students enrolled in these courses <p>*Dr Weight asked if students need to use their Dusty or personal email to sign up for Top Hat? Gloria responded that students need to use their Dusty email in order to sign up and access Top Hat.</p> <p>*Dr. Chen asked if students need a Smartphone to access Top Hat? Gloria responded that students can access Top Hat via phone app or desktop.</p>
AP Updates	<p>*Dr. Coronado discussed the marketing for programs moving to an accelerated online format that was launched the first week of January. The following programs will be delivered in 7-week sub-terms starting March 20, 2023.</p> <ul style="list-style-type: none"> • RN to MSN • MS Bilingual Education • MS Special Education • MS Curriculum and Instruction with a specialization in Master Teacher • Educational Diagnostics Professional Certificate <p>*Dr. Coronado will schedule a demo of Coursetune Catalyst for the eLearning team. Coursetune Catalyst provides an intuitive course development experience that automates the initial course build in Blackboard.</p>
Blackboard Base Navigation	<p>*Julio Tovar discussed a brief overview of Blackboard Base Navigation. Base Navigation introduces a new modern user interface that focuses on accessibility by design.</p> <ul style="list-style-type: none"> • Content within Blackboard will not change, course will be streamlined to be black and white, changes will be seen on the landing page of Blackboard only, and navigation will always be on the left side of screen (replacing the previous tabs) • The drop-down menu that was in the upper right corner that allowed faculty to switch between courses is no longer available. • The current Blackboard Base Navigation is the beginning of several phases over a 2 year period, moving toward full Ultra Course implementation. • The Blackboard Base Navigation app is consistent with the new changes. • Blackboard Base Navigation video refreshers are available to faculty as soon as the video tutorials are updated.
ACADEUM- Course Exchange Program	<p>*Celina Calderon announced that the ACADEUM form is now available for students to apply via Lasherfiche and can be submitted to their advisors. ACADEUM trainings will be provided to lead advisors only since they will be the only ones given access to the website and allowed to recommend students for this course exchange program.</p>
Open Agenda	<p>*Gloria discussed concerns from faculty regarding the use of AI tools.</p> <p>- Faculty have been approaching us about students using AI technologies for their writing/essays. We have approached our vendors about what they are doing to detect this misuse so we can provide faculty with more information.</p> <p>- Turnitin is already looking at updating their software. We are expecting a call from our Turnitin rep on Monday about any other updates. Check out these links from Turnitin: Sneak preview of Turnitin's AI writing and ChatGPT detection</p>

	<p>capability and How teachers can prepare for AI-based writing. We will be meeting again with Turnitin next week to discuss any updates.</p> <p>-eLearning has contacted Blackboard about these concerns and we are pending their response.</p> <p>-We would like to start providing faculty with informational sessions focusing on AI tools. It is best for our faculty to know the capabilities of AI and let students know that you are aware of these tools.</p> <p>-Also being discussed is possibly modify the honor code, including academic honesty in not just plagiarism but in using technologies.</p> <p>- Dr. Abrego has approached Dr. Mitchell with the idea of providing an information session to faculty on AI tools.</p> <p>*Gloria shared the PROF Center workshop sessions for Spring 2023.</p> <ul style="list-style-type: none">• A session on PROF Publication Strategies will take place in AIC 125 on Feb. 24th from 2:00-4:00pm.• A session on PROF Grants and Publications will take place in AIC 125 on March 31 from 2:00-4:00pm.• Register at https://trainings.tamiu.edu. <p>*Karol Batey reminded the committee about the following items:</p> <ol style="list-style-type: none">1. SACS-COC will be visiting TAMIU in 2025, prepping is underway to be prepared for that visit.2. Faculty can start submitting their PPE forms through AEFIS in January3. All AEFIS trainings are available thru the Provost website.4. Anyone needing additional information on AEFIS can contact their department liaison (if you do not know who your dept. liaison is, please contact your chair). <p>There will be a representative from each college to assist their faculty with AEFIS, PPE and faculty portfolios.</p> <ol style="list-style-type: none">5. AEFIS WIN course curriculum are due February 6th.6. PPE for COAS is now open
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Meeting adjourned at 3:50 p.m.

UNT Adjunct Pay Plan - Effective 9-1-2019

			Plan Rates per Semester for 3 SCH Course (25% FTE)		
College	Dept ID	Department	Minimum	Median	Maximum
CENG	130300	Biomedical Engineering	\$4,371.90	\$6,726.00	\$9,080.10
CENG	130310	Computer Science & Engineering	\$4,738.24	\$7,289.60	\$9,840.96
CENG	130320	Electrical Engineering	\$4,668.82	\$7,182.80	\$9,696.78
CENG	130340	Mechanical & Energy Engineer	\$4,596.67	\$7,071.80	\$9,546.93
CENG	130350	Engineering Technology	\$3,743.61	\$5,759.40	\$7,775.19
CHPS	135320	Behavior Analysis	\$3,594.63	\$5,530.20	\$7,465.77
CHPS	135321	Behavior Analysis Online	\$3,594.63	\$5,530.20	\$7,465.77
CHPS	135330	Social Work	\$3,620.31	\$5,569.70	\$7,519.10
CHPS	135340	Criminal Justice	\$3,186.89	\$4,902.90	\$6,618.92
CHPS	135350	Rehabilitation and Health Serv	\$4,053.34	\$6,235.90	\$8,418.47
CHPS	135360	Public Admin	\$3,760.84	\$5,785.90	\$7,810.97
CHPS	135370	Audiology & Speech - Lang Path	\$3,739.78	\$5,753.50	\$7,767.23
CHPS	135380	Emergency Mgmt & Disaster Sci	\$3,760.19	\$5,784.90	\$7,809.62
CLASS	120200	CLASS-Student Services	\$3,375.91	\$5,193.70	\$7,011.50
CLASS	121300	Communication Studies	\$3,226.54	\$4,963.90	\$6,701.27
CLASS	121400	Dance & Theatre	\$3,326.70	\$5,118.00	\$6,909.30
CLASS	121500	Economics	\$4,420.46	\$6,800.70	\$9,180.95
CLASS	121600	English	\$2,952.50	\$4,542.30	\$6,132.11
CLASS	121700	Geography	\$3,445.20	\$5,300.30	\$7,155.41
CLASS	121800	History	\$3,162.32	\$4,865.10	\$6,567.89
CLASS	121900	Technical Communication	\$3,467.04	\$5,333.90	\$7,200.77
CLASS	122200	Philosophy & Religion	\$2,952.24	\$4,541.90	\$6,131.57
CLASS	122400	Political Science	\$3,443.57	\$5,297.80	\$7,152.03
CLASS	122500	Psychology	\$3,515.53	\$5,408.50	\$7,301.48
CLASS	122600	Media Arts	\$3,627.07	\$5,580.10	\$7,533.14
CLASS	122700	Sociology	\$3,244.80	\$4,992.00	\$6,739.20
CLASS	122800	World Lang, Lit, & Cultures	\$3,162.71	\$4,865.70	\$6,568.70
CLASS	123000	Women's and Gender Studies	\$3,231.80	\$4,972.00	\$6,712.20
CLASS	123300	Spanish	\$3,162.71	\$4,865.70	\$6,568.70
CLASS	135300	Anthropology	\$3,250.00	\$5,000.00	\$6,750.00
CMHT	137300	Merch & Digital Retailing	\$3,980.60	\$6,124.00	\$8,267.40
CMHT	137310	Hospitality & Tourism	\$3,980.60	\$6,124.00	\$8,267.40
COB	131300	Accounting	\$4,983.94	\$7,667.60	\$10,351.26
COB	131310	Fin, Insur, Real Estate & Law	\$5,176.08	\$7,963.20	\$10,750.32
COB	131320	Info Tech & Decision Sci	\$4,564.69	\$7,022.60	\$9,480.51
COB	131330	Management	\$4,397.71	\$6,765.70	\$9,133.70
COB	131340	Mktng, Logistics, & Operations	\$4,788.62	\$7,367.10	\$9,945.59
COE	132230	Education-Ed Prep	\$3,492.26	\$5,372.70	\$7,253.15
COE	132300	Counseling & Higher Education	\$3,552.38	\$5,465.20	\$7,378.02
COE	132310	Educational Psychology	\$3,594.63	\$5,530.20	\$7,465.77
COE	132320	Kinesiology, Hlth Promo, & Rec	\$3,444.42	\$5,299.10	\$7,153.79

UNT Adjunct Pay Plan - Effective 9-1-2019

			Plan Rates per Semester for 3 SCH Course (25% FTE)		
COE	132330	Teacher Education & Admin	\$3,492.26	\$5,372.70	\$7,253.15
COI	133300	Learning Technologies	\$3,558.49	\$5,474.60	\$7,390.71
COI	133310	Information Science	\$3,906.63	\$6,010.20	\$8,113.77
COI	133320	Linguistics	\$2,980.97	\$4,586.10	\$6,191.24
COM	134000	College of Music-Gen	\$3,291.80	\$5,064.30	\$6,836.81
COM	134300	Composition Studies	\$3,291.80	\$5,064.30	\$6,836.81
COM	134310	Conducting & Ensembles	\$3,291.80	\$5,064.30	\$6,836.81
COM	134320	Instrumental Studies	\$3,291.80	\$5,064.30	\$6,836.81
COM	134330	Jazz Studies	\$3,291.80	\$5,064.30	\$6,836.81
COM	134340	Keyboard Studies	\$3,291.80	\$5,064.30	\$6,836.81
COM	134350	Music Education	\$3,291.80	\$5,064.30	\$6,836.81
COM	134360	Music Hist, Thry, & Ethnomusic	\$3,291.80	\$5,064.30	\$6,836.81
COM	134370	Vocal Studies	\$3,291.80	\$5,064.30	\$6,836.81
COS	121100	Biological Sciences	\$3,417.64	\$5,257.90	\$7,098.17
COS	121200	Chemistry	\$3,612.90	\$5,558.30	\$7,503.71
COS	122000	Mathematics	\$3,341.65	\$5,141.00	\$6,940.35
COS	122300	Physics	\$3,620.50	\$5,570.00	\$7,519.50
CVAD	136300	Studio Art	\$3,162.12	\$4,864.80	\$6,567.48
CVAD	136310	Design	\$3,615.89	\$5,562.90	\$7,509.92
CVAD	136320	Art Education & Art History	\$3,162.12	\$4,864.80	\$6,567.48
CVAD	136330	Foundations	\$3,351.86	\$5,156.70	\$6,961.55
GRAD	142000	Toulouse Grad School (Interdisciplinary Studies)	\$3,137.29	\$4,826.60	\$6,515.91
New College	135331	Applied Arts & Sciences	\$3,137.29	\$4,826.60	\$6,515.91
SOJ	138000	Mayborn Sch of Journal-Gen	\$3,528.33	\$5,428.20	\$7,328.07
UNT I	110300	International Affairs-Gen	\$3,443.57	\$5,297.80	\$7,152.03

TAMIU Colleges and other Institutions	MS	PhD
TAMIU	2,200-2,500	2,500-3,000
COAS	2,502	3,000
COE		\$3,000
CNHS	3,000	
Public Health	3,000	
UC	2,200-2,500	2,500-3,000
COBA	3,000	3,500
TAMU-CC	2,500	3,000
SamHous	3,000	
Kilgore college	1,800	2,000
North Central Texas College	2,010	

Location ▾

Company	Job	Location	Date Added	Salary
Sul Ross State University	Faculty (Adjunct Pool)-Kinesiology	Alpine, TX	11/11/2022	\$30,600
Sul Ross State University	Faculty (Adjunct Pool)-Kinesiology	Alpine, TX	11/11/2022	\$30,600
Dallas College	Adjunct Faculty (Credit)-Visual Arts and Humanities	Dallas, TX	07/24/2022	\$114,785
Lone Star College	Adjunct Faculty, Visual Communications-Mobile APP & Gaming	Houston, TX	05/09/2022	\$95,480
Dallas College	Adjunct Faculty Pool (Credit) Culinary	Dallas, TX	05/07/2022	\$114,785
University of Houston System	Adjunct Faculty	Houston, TX	12/15/2021	\$107,021
Navarro College	Adjunct Faculty	Corsicana, TX	12/14/2021	\$93,915
Navarro College	Adjunct Faculty	Nome, TX	10/30/2021	\$41,740
Texas A&M University-San Antonio	Adjunct Faculty In Philosophy	San Antonio, TX	10/08/2021	\$36,000

TAMU: if 2,500 at 5 courses per semester = 12,500 x two semesters = 25,000 ad if teaching in summer sessions 1 and 2 with 1 course each = 2 courses = 5,000

Total per year = 30,000

Adjunct Loads and Pay Ranges

Effective 8-16-2021*

Workload Units	BA	MA	MA12	MA24	MA36	MA48	PhD
1.00	\$819.93	\$881.06	\$908.41	\$934.99	\$963.48	\$990.82	\$1,017.02
1.75	\$1,434.88	\$1,541.86	\$1,589.72	\$1,636.23	\$1,686.09	\$1,733.94	\$1,779.79
2.00	\$1,639.86	\$1,762.12	\$1,816.82	\$1,869.98	\$1,926.96	\$1,981.64	\$2,034.04
2.50	\$2,049.83	\$2,202.65	\$2,271.03	\$2,337.48	\$2,408.70	\$2,477.05	\$2,542.55
2.75	\$2,254.81	\$2,422.92	\$2,498.13	\$2,571.22	\$2,649.57	\$2,724.76	\$2,796.81
3.00	\$2,459.79	\$2,643.18	\$2,725.23	\$2,804.97	\$2,890.44	\$2,972.46	\$3,051.06
3.50	\$2,869.76	\$3,083.71	\$3,179.44	\$3,272.47	\$3,372.18	\$3,467.87	\$3,559.57
3.75	\$3,074.74	\$3,303.98	\$3,406.54	\$3,506.21	\$3,613.05	\$3,715.58	\$3,813.83
4.00	\$3,279.72	\$3,524.24	\$3,633.64	\$3,739.96	\$3,853.92	\$3,963.28	\$4,068.08
4.50	\$3,689.69	\$3,964.77	\$4,087.85	\$4,207.46	\$4,335.66	\$4,458.69	\$4,576.59
4.75	\$3,894.67	\$4,185.04	\$4,314.95	\$4,441.20	\$4,576.53	\$4,706.40	\$4,830.85
5.00	\$4,099.65	\$4,405.30	\$4,542.05	\$4,674.95	\$4,817.40	\$4,954.10	\$5,085.10
5.50	\$4,509.62	\$4,845.83	\$4,996.26	\$5,142.45	\$5,299.14	\$5,449.51	\$5,593.61
5.75	\$4,714.60	\$5,066.10	\$5,223.36	\$5,376.19	\$5,540.01	\$5,697.22	\$5,847.87
6.00	\$4,919.58	\$5,286.36	\$5,450.46	\$5,609.94	\$5,780.88	\$5,944.92	\$6,102.12
6.50	\$5,329.55	\$5,726.89	\$5,904.67	\$6,077.44	\$6,262.62	\$6,440.33	\$6,610.63
6.75	\$5,534.53	\$5,947.16	\$6,131.77	\$6,311.18	\$6,503.49	\$6,688.04	\$6,864.89
7.00	\$5,739.51	\$6,167.42	\$6,358.87	\$6,544.93	\$6,744.36	\$6,935.74	\$7,119.14
7.50	\$6,149.48	\$6,607.95	\$6,813.08	\$7,012.43	\$7,226.10	\$7,431.15	\$7,627.65
7.75	\$6,354.46	\$6,828.22	\$7,040.18	\$7,246.17	\$7,466.97	\$7,678.86	\$7,881.91
8.00	\$6,559.44	\$7,048.48	\$7,267.28	\$7,479.92	\$7,707.84	\$7,926.56	\$8,136.16

*Actual pay may differ from posted rates due to rounding. Adjustments will not be made for these differences.

*Rates may change during the year based on any Board approved increases.

Adjunct Loads and Pay Ranges
APPQMR Certified
 Effective 8-16-2021*

Workload Units	BA	MA	MA12	MA24	MA36	MA48	PhD
1.00	\$853.26	\$914.39	\$941.74	\$968.32	\$996.81	\$1,024.15	\$1,050.35
1.75	\$1,493.21	\$1,600.18	\$1,648.05	\$1,694.56	\$1,744.42	\$1,792.26	\$1,838.11
2.00	\$1,706.52	\$1,828.78	\$1,883.48	\$1,936.64	\$1,993.62	\$2,048.30	\$2,100.70
2.50	\$2,133.15	\$2,285.98	\$2,354.35	\$2,420.80	\$2,492.03	\$2,560.38	\$2,625.88
2.75	\$2,346.47	\$2,514.57	\$2,589.79	\$2,662.88	\$2,741.23	\$2,816.41	\$2,888.46
3.00	\$2,559.78	\$2,743.17	\$2,825.22	\$2,904.96	\$2,990.43	\$3,072.45	\$3,151.05
3.50	\$2,986.41	\$3,200.37	\$3,296.09	\$3,389.12	\$3,488.84	\$3,584.53	\$3,676.23
3.75	\$3,199.73	\$3,428.96	\$3,531.53	\$3,631.20	\$3,738.04	\$3,840.56	\$3,938.81
4.00	\$3,413.04	\$3,657.56	\$3,766.96	\$3,873.28	\$3,987.24	\$4,096.60	\$4,201.40
4.50	\$3,839.67	\$4,114.76	\$4,237.83	\$4,357.44	\$4,485.65	\$4,608.68	\$4,726.58
4.75	\$4,052.99	\$4,343.35	\$4,473.27	\$4,599.52	\$4,734.85	\$4,864.71	\$4,989.16
5.00	\$4,266.30	\$4,571.95	\$4,708.70	\$4,841.60	\$4,984.05	\$5,120.75	\$5,251.75
5.50	\$4,692.93	\$5,029.15	\$5,179.57	\$5,325.76	\$5,482.46	\$5,632.83	\$5,776.93
5.75	\$4,906.25	\$5,257.74	\$5,415.01	\$5,567.84	\$5,731.66	\$5,888.86	\$6,039.51
6.00	\$5,119.56	\$5,486.34	\$5,650.44	\$5,809.92	\$5,980.86	\$6,144.90	\$6,302.10
6.50	\$5,546.19	\$5,943.54	\$6,121.31	\$6,294.08	\$6,479.27	\$6,656.98	\$6,827.28
6.75	\$5,759.51	\$6,172.13	\$6,356.75	\$6,536.16	\$6,728.47	\$6,913.01	\$7,089.86
7.00	\$5,972.82	\$6,400.73	\$6,592.18	\$6,778.24	\$6,977.67	\$7,169.05	\$7,352.45
7.50	\$6,399.45	\$6,857.93	\$7,063.05	\$7,262.40	\$7,476.08	\$7,681.13	\$7,877.63
7.75	\$6,612.77	\$7,086.52	\$7,298.49	\$7,504.48	\$7,725.28	\$7,937.16	\$8,140.21
8.00	\$6,826.08	\$7,315.12	\$7,533.92	\$7,746.56	\$7,974.48	\$8,193.20	\$8,402.80

*Adjunct rates shown above include an APPQMR stipend of \$33.33 per workload unit beyond the base adjunct rate.

*Actual pay may differ from posted rates due to rounding. Adjustments will not be made for these differences.

*Rates may change during the year based on any Board approved increases.

ADJUNCT LOADS AND PAY RANGES

High-Wage High-Demand

IT, Manufacturing, Healthcare (non-Nursing) Programs

Effective 8-16-2021*

Workload Units	BA	MA	MA12	MA24	MA36	MA48	PhD
1.00	\$986.93	\$1,048.06	\$1,075.41	\$1,101.99	\$1,130.48	\$1,157.82	\$1,184.02
1.75	\$1,727.13	\$1,834.11	\$1,881.97	\$1,928.48	\$1,978.34	\$2,026.19	\$2,072.04
2.00	\$1,973.86	\$2,096.12	\$2,150.82	\$2,203.98	\$2,260.96	\$2,315.64	\$2,368.04
2.50	\$2,467.33	\$2,620.15	\$2,688.53	\$2,754.98	\$2,826.20	\$2,894.55	\$2,960.05
2.75	\$2,714.06	\$2,882.17	\$2,957.38	\$3,030.47	\$3,108.82	\$3,184.01	\$3,256.06
3.00	\$2,960.79	\$3,144.18	\$3,226.23	\$3,305.97	\$3,391.44	\$3,473.46	\$3,552.06
3.50	\$3,454.26	\$3,668.21	\$3,763.94	\$3,856.97	\$3,956.68	\$4,052.37	\$4,144.07
3.75	\$3,700.99	\$3,930.23	\$4,032.79	\$4,132.46	\$4,239.30	\$4,341.83	\$4,440.08
4.00	\$3,947.72	\$4,192.24	\$4,301.64	\$4,407.96	\$4,521.92	\$4,631.28	\$4,736.08
4.50	\$4,441.19	\$4,716.27	\$4,839.35	\$4,958.96	\$5,087.16	\$5,210.19	\$5,328.09
4.75	\$4,687.92	\$4,978.29	\$5,108.20	\$5,234.45	\$5,369.78	\$5,499.65	\$5,624.10
5.00	\$4,934.65	\$5,240.30	\$5,377.05	\$5,509.95	\$5,652.40	\$5,789.10	\$5,920.10
5.50	\$5,428.12	\$5,764.33	\$5,914.76	\$6,060.95	\$6,217.64	\$6,368.01	\$6,512.11
5.75	\$5,674.85	\$6,026.35	\$6,183.61	\$6,336.44	\$6,500.26	\$6,657.47	\$6,808.12
6.00	\$5,921.58	\$6,288.36	\$6,452.46	\$6,611.94	\$6,782.88	\$6,946.92	\$7,104.12
6.50	\$6,415.05	\$6,812.39	\$6,990.17	\$7,162.94	\$7,348.12	\$7,525.83	\$7,696.13
6.75	\$6,661.78	\$7,074.41	\$7,259.02	\$7,438.43	\$7,630.74	\$7,815.29	\$7,992.14
7.00	\$6,908.51	\$7,336.42	\$7,527.87	\$7,713.93	\$7,913.36	\$8,104.74	\$8,288.14
7.50	\$7,401.98	\$7,860.45	\$8,065.58	\$8,264.93	\$8,478.60	\$8,683.65	\$8,880.15
7.75	\$7,648.71	\$8,122.47	\$8,334.43	\$8,540.42	\$8,761.22	\$8,973.11	\$9,176.16
8.00	\$7,895.44	\$8,384.48	\$8,603.28	\$8,815.92	\$9,043.84	\$9,262.56	\$9,472.16

*Adjunct rates shown above include a HWHD IT-MNFCTRG-HEALTH stipend of \$167 per workload unit beyond the base adjunct rate.

*Actual pay may differ from posted rates due to rounding. Adjustments will not be made for these differences.

*Rates may change during the year based on any Board approved increases.

ADJUNCT LOADS AND PAY RANGES
APPQMR Certified and High-Wage High-Demand
IT, Manufacturing, Healthcare (non-Nursing) Programs
 Effective 8-16-2021*

Workload Units	BA	MA	MA12	MA24	MA36	MA48	PhD
1.00	\$1,020.26	\$1,081.39	\$1,108.74	\$1,135.32	\$1,163.81	\$1,191.15	\$1,217.35
1.75	\$1,785.46	\$1,892.43	\$1,940.30	\$1,986.81	\$2,036.67	\$2,084.51	\$2,130.36
2.00	\$2,040.52	\$2,162.78	\$2,217.48	\$2,270.64	\$2,327.62	\$2,382.30	\$2,434.70
2.50	\$2,550.65	\$2,703.48	\$2,771.85	\$2,838.30	\$2,909.53	\$2,977.88	\$3,043.38
2.75	\$2,805.72	\$2,973.82	\$3,049.04	\$3,122.13	\$3,200.48	\$3,275.66	\$3,347.71
3.00	\$3,060.78	\$3,244.17	\$3,326.22	\$3,405.96	\$3,491.43	\$3,573.45	\$3,652.05
3.50	\$3,570.91	\$3,784.87	\$3,880.59	\$3,973.62	\$4,073.34	\$4,169.03	\$4,260.73
3.75	\$3,825.98	\$4,055.21	\$4,157.78	\$4,257.45	\$4,364.29	\$4,466.81	\$4,565.06
4.00	\$4,081.04	\$4,325.56	\$4,434.96	\$4,541.28	\$4,655.24	\$4,764.60	\$4,869.40
4.50	\$4,591.17	\$4,866.26	\$4,989.33	\$5,108.94	\$5,237.15	\$5,360.18	\$5,478.08
4.75	\$4,846.24	\$5,136.60	\$5,266.52	\$5,392.77	\$5,528.10	\$5,657.96	\$5,782.41
5.00	\$5,101.30	\$5,406.95	\$5,543.70	\$5,676.60	\$5,819.05	\$5,955.75	\$6,086.75
5.50	\$5,611.43	\$5,947.65	\$6,098.07	\$6,244.26	\$6,400.96	\$6,551.33	\$6,695.43
5.75	\$5,866.50	\$6,217.99	\$6,375.26	\$6,528.09	\$6,691.91	\$6,849.11	\$6,999.76
6.00	\$6,121.56	\$6,488.34	\$6,652.44	\$6,811.92	\$6,982.86	\$7,146.90	\$7,304.10
6.50	\$6,631.69	\$7,029.04	\$7,206.81	\$7,379.58	\$7,564.77	\$7,742.48	\$7,912.78
6.75	\$6,886.76	\$7,299.38	\$7,484.00	\$7,663.41	\$7,855.72	\$8,040.26	\$8,217.11
7.00	\$7,141.82	\$7,569.73	\$7,761.18	\$7,947.24	\$8,146.67	\$8,338.05	\$8,521.45
7.50	\$7,651.95	\$8,110.43	\$8,315.55	\$8,514.90	\$8,728.58	\$8,933.63	\$9,130.13
7.75	\$7,907.02	\$8,380.77	\$8,592.74	\$8,798.73	\$9,019.53	\$9,231.41	\$9,434.46
8.00	\$8,162.08	\$8,651.12	\$8,869.92	\$9,082.56	\$9,310.48	\$9,529.20	\$9,738.80

*Adjunct rates shown above include an APPQMR stipend of \$33.33 per workload unit beyond the base adjunct rate and a HWHD IT-MNFCTRG-HEALTH stipend of \$167 per workload unit beyond the base adjunct rate.

*Actual pay may differ from posted rates due to rounding. Adjustments will not be made for these differences.

*Rates may change during the year based on any Board approved increases.

ADJUNCT LOADS AND PAY RANGES
High-Wage High-Demand
Bachelor of Science in Nursing (BSN) Program
 Effective 8-16-2021*

Workload Units	BA	MA	MA12	MA24	MA36	MA48	PhD
1.00	\$1,152.93	\$1,214.06	\$1,241.41	\$1,267.99	\$1,296.48	\$1,323.82	\$1,350.02
1.75	\$2,017.63	\$2,124.61	\$2,172.47	\$2,218.98	\$2,268.84	\$2,316.69	\$2,362.54
2.00	\$2,305.86	\$2,428.12	\$2,482.82	\$2,535.98	\$2,592.96	\$2,647.64	\$2,700.04
2.50	\$2,882.33	\$3,035.15	\$3,103.53	\$3,169.98	\$3,241.20	\$3,309.55	\$3,375.05
2.75	\$3,170.56	\$3,338.67	\$3,413.88	\$3,486.97	\$3,565.32	\$3,640.51	\$3,712.56
3.00	\$3,458.79	\$3,642.18	\$3,724.23	\$3,803.97	\$3,889.44	\$3,971.46	\$4,050.06
3.50	\$4,035.26	\$4,249.21	\$4,344.94	\$4,437.97	\$4,537.68	\$4,633.37	\$4,725.07
3.75	\$4,323.49	\$4,552.73	\$4,655.29	\$4,754.96	\$4,861.80	\$4,964.33	\$5,062.58
4.00	\$4,611.72	\$4,856.24	\$4,965.64	\$5,071.96	\$5,185.92	\$5,295.28	\$5,400.08
4.50	\$5,188.19	\$5,463.27	\$5,586.35	\$5,705.96	\$5,834.16	\$5,957.19	\$6,075.09
4.75	\$5,476.42	\$5,766.79	\$5,896.70	\$6,022.95	\$6,158.28	\$6,288.15	\$6,412.60
5.00	\$5,764.65	\$6,070.30	\$6,207.05	\$6,339.95	\$6,482.40	\$6,619.10	\$6,750.10
5.50	\$6,341.12	\$6,677.33	\$6,827.76	\$6,973.95	\$7,130.64	\$7,281.01	\$7,425.11
5.75	\$6,629.35	\$6,980.85	\$7,138.11	\$7,290.94	\$7,454.76	\$7,611.97	\$7,762.62
6.00	\$6,917.58	\$7,284.36	\$7,448.46	\$7,607.94	\$7,778.88	\$7,942.92	\$8,100.12
6.50	\$7,494.05	\$7,891.39	\$8,069.17	\$8,241.94	\$8,427.12	\$8,604.83	\$8,775.13
6.75	\$7,782.28	\$8,194.91	\$8,379.52	\$8,558.93	\$8,751.24	\$8,935.79	\$9,112.64
7.00	\$8,070.51	\$8,498.42	\$8,689.87	\$8,875.93	\$9,075.36	\$9,266.74	\$9,450.14
7.50	\$8,646.98	\$9,105.45	\$9,310.58	\$9,509.93	\$9,723.60	\$9,928.65	\$10,125.15
7.75	\$8,935.21	\$9,408.97	\$9,620.93	\$9,826.92	\$10,047.72	\$10,259.61	\$10,462.66
8.00	\$9,223.44	\$9,712.48	\$9,931.28	\$10,143.92	\$10,371.84	\$10,590.56	\$10,800.16

*Adjunct rates shown above include a BSN stipend of \$333 per workload unit beyond the base adjunct rate.

*Actual pay may differ from posted rates due to rounding. Adjustments will not be made for these differences.

*Rates may change during the year based on any Board approved increases.

ADJUNCT LOADS AND PAY RANGES
APPQMR Certified and High-Wage High-Demand
Bachelor of Science in Nursing (BSN) Program

Effective 8-16-2021*

Workload Units	BA	MA	MA12	MA24	MA36	MA48	PhD
1.00	\$1,186.26	\$1,247.39	\$1,274.74	\$1,301.32	\$1,329.81	\$1,357.15	\$1,383.35
1.75	\$2,075.96	\$2,182.93	\$2,230.80	\$2,277.31	\$2,327.17	\$2,375.01	\$2,420.86
2.00	\$2,372.52	\$2,494.78	\$2,549.48	\$2,602.64	\$2,659.62	\$2,714.30	\$2,766.70
2.50	\$2,965.65	\$3,118.48	\$3,186.85	\$3,253.30	\$3,324.53	\$3,392.88	\$3,458.38
2.75	\$3,262.22	\$3,430.32	\$3,505.54	\$3,578.63	\$3,656.98	\$3,732.16	\$3,804.21
3.00	\$3,558.78	\$3,742.17	\$3,824.22	\$3,903.96	\$3,989.43	\$4,071.45	\$4,150.05
3.50	\$4,151.91	\$4,365.87	\$4,461.59	\$4,554.62	\$4,654.34	\$4,750.03	\$4,841.73
3.75	\$4,448.48	\$4,677.71	\$4,780.28	\$4,879.95	\$4,986.79	\$5,089.31	\$5,187.56
4.00	\$4,745.04	\$4,989.56	\$5,098.96	\$5,205.28	\$5,319.24	\$5,428.60	\$5,533.40
4.50	\$5,338.17	\$5,613.26	\$5,736.33	\$5,855.94	\$5,984.15	\$6,107.18	\$6,225.08
4.75	\$5,634.74	\$5,925.10	\$6,055.02	\$6,181.27	\$6,316.60	\$6,446.46	\$6,570.91
5.00	\$5,931.30	\$6,236.95	\$6,373.70	\$6,506.60	\$6,649.05	\$6,785.75	\$6,916.75
5.50	\$6,524.43	\$6,860.65	\$7,011.07	\$7,157.26	\$7,313.96	\$7,464.33	\$7,608.43
5.75	\$6,821.00	\$7,172.49	\$7,329.76	\$7,482.59	\$7,646.41	\$7,803.61	\$7,954.26
6.00	\$7,117.56	\$7,484.34	\$7,648.44	\$7,807.92	\$7,978.86	\$8,142.90	\$8,300.10
6.50	\$7,710.69	\$8,108.04	\$8,285.81	\$8,458.58	\$8,643.77	\$8,821.48	\$8,991.78
6.75	\$8,007.26	\$8,419.88	\$8,604.50	\$8,783.91	\$8,976.22	\$9,160.76	\$9,337.61
7.00	\$8,303.82	\$8,731.73	\$8,923.18	\$9,109.24	\$9,308.67	\$9,500.05	\$9,683.45
7.50	\$8,896.95	\$9,355.43	\$9,560.55	\$9,759.90	\$9,973.58	\$10,178.63	\$10,375.13
7.75	\$9,193.52	\$9,667.27	\$9,879.24	\$10,085.23	\$10,306.03	\$10,517.91	\$10,720.96
8.00	\$9,490.08	\$9,979.12	\$10,197.92	\$10,410.56	\$10,638.48	\$10,857.20	\$11,066.80

*Adjunct rates shown above include an APPQMR stipend of \$33.33 per workload unit beyond the base adjunct rate and a BSN stipend of \$333 per workload unit beyond the base adjunct rate.

*Actual pay may differ from posted rates due to rounding. Adjustments will not be made for these differences.

*Rates may change during the year based on any Board approved increases.

ADJUNCT LOADS AND PAY RANGES
High-Wage High-Demand
Master's of Science in Nursing (MSN) Program
Effective 8-16-2021*

Workload Units	BA	MA	MA12	MA24	MA36	MA48	PhD
1.00	\$1,319.93	\$1,381.06	\$1,408.41	\$1,434.99	\$1,463.48	\$1,490.82	\$1,517.02
1.75	\$2,309.88	\$2,416.86	\$2,464.72	\$2,511.23	\$2,561.09	\$2,608.94	\$2,654.79
2.00	\$2,639.86	\$2,762.12	\$2,816.82	\$2,869.98	\$2,926.96	\$2,981.64	\$3,034.04
2.50	\$3,299.83	\$3,452.65	\$3,521.03	\$3,587.48	\$3,658.70	\$3,727.05	\$3,792.55
2.75	\$3,629.81	\$3,797.92	\$3,873.13	\$3,946.22	\$4,024.57	\$4,099.76	\$4,171.81
3.00	\$3,959.79	\$4,143.18	\$4,225.23	\$4,304.97	\$4,390.44	\$4,472.46	\$4,551.06
3.50	\$4,619.76	\$4,833.71	\$4,929.44	\$5,022.47	\$5,122.18	\$5,217.87	\$5,309.57
3.75	\$4,949.74	\$5,178.98	\$5,281.54	\$5,381.21	\$5,488.05	\$5,590.58	\$5,688.83
4.00	\$5,279.72	\$5,524.24	\$5,633.64	\$5,739.96	\$5,853.92	\$5,963.28	\$6,068.08
4.50	\$5,939.69	\$6,214.77	\$6,337.85	\$6,457.46	\$6,585.66	\$6,708.69	\$6,826.59
4.75	\$6,269.67	\$6,560.04	\$6,689.95	\$6,816.20	\$6,951.53	\$7,081.40	\$7,205.85
5.00	\$6,599.65	\$6,905.30	\$7,042.05	\$7,174.95	\$7,317.40	\$7,454.10	\$7,585.10
5.50	\$7,259.62	\$7,595.83	\$7,746.26	\$7,892.45	\$8,049.14	\$8,199.51	\$8,343.61
5.75	\$7,589.60	\$7,941.10	\$8,098.36	\$8,251.19	\$8,415.01	\$8,572.22	\$8,722.87
6.00	\$7,919.58	\$8,286.36	\$8,450.46	\$8,609.94	\$8,780.88	\$8,944.92	\$9,102.12
6.50	\$8,579.55	\$8,976.89	\$9,154.67	\$9,327.44	\$9,512.62	\$9,690.33	\$9,860.63
6.75	\$8,909.53	\$9,322.16	\$9,506.77	\$9,686.18	\$9,878.49	\$10,063.04	\$10,239.89
7.00	\$9,239.51	\$9,667.42	\$9,858.87	\$10,044.93	\$10,244.36	\$10,435.74	\$10,619.14
7.50	\$9,899.48	\$10,357.95	\$10,563.08	\$10,762.43	\$10,976.10	\$11,181.15	\$11,377.65
7.75	\$10,229.46	\$10,703.22	\$10,915.18	\$11,121.17	\$11,341.97	\$11,553.86	\$11,756.91
8.00	\$10,559.44	\$11,048.48	\$11,267.28	\$11,479.92	\$11,707.84	\$11,926.56	\$12,136.16

*Adjunct rates shown above include an MSN stipend of \$500 per workload unit beyond the base adjunct rate.

*Actual pay may differ from posted rates due to rounding. Adjustments will not be made for these differences.

*Rates may change during the year based on any Board approved increases.

ADJUNCT LOADS AND PAY RANGES
APPQMR Certified and High-Wage High-Demand
Master's of Science in Nursing (MSN) Program

Effective 8-16-2021*

Workload Units	BA	MA	MA12	MA24	MA36	MA48	PhD
1.00	\$1,353.26	\$1,414.39	\$1,441.74	\$1,468.32	\$1,496.81	\$1,524.15	\$1,550.35
1.75	\$2,368.21	\$2,475.18	\$2,523.05	\$2,569.56	\$2,619.42	\$2,667.26	\$2,713.11
2.00	\$2,706.52	\$2,828.78	\$2,883.48	\$2,936.64	\$2,993.62	\$3,048.30	\$3,100.70
2.50	\$3,383.15	\$3,535.98	\$3,604.35	\$3,670.80	\$3,742.03	\$3,810.38	\$3,875.88
2.75	\$3,721.47	\$3,889.57	\$3,964.79	\$4,037.88	\$4,116.23	\$4,191.41	\$4,263.46
3.00	\$4,059.78	\$4,243.17	\$4,325.22	\$4,404.96	\$4,490.43	\$4,572.45	\$4,651.05
3.50	\$4,736.41	\$4,950.37	\$5,046.09	\$5,139.12	\$5,238.84	\$5,334.53	\$5,426.23
3.75	\$5,074.73	\$5,303.96	\$5,406.53	\$5,506.20	\$5,613.04	\$5,715.56	\$5,813.81
4.00	\$5,413.04	\$5,657.56	\$5,766.96	\$5,873.28	\$5,987.24	\$6,096.60	\$6,201.40
4.50	\$6,089.67	\$6,364.76	\$6,487.83	\$6,607.44	\$6,735.65	\$6,858.68	\$6,976.58
4.75	\$6,427.99	\$6,718.35	\$6,848.27	\$6,974.52	\$7,109.85	\$7,239.71	\$7,364.16
5.00	\$6,766.30	\$7,071.95	\$7,208.70	\$7,341.60	\$7,484.05	\$7,620.75	\$7,751.75
5.50	\$7,442.93	\$7,779.15	\$7,929.57	\$8,075.76	\$8,232.46	\$8,382.83	\$8,526.93
5.75	\$7,781.25	\$8,132.74	\$8,290.01	\$8,442.84	\$8,606.66	\$8,763.86	\$8,914.51
6.00	\$8,119.56	\$8,486.34	\$8,650.44	\$8,809.92	\$8,980.86	\$9,144.90	\$9,302.10
6.50	\$8,796.19	\$9,193.54	\$9,371.31	\$9,544.08	\$9,729.27	\$9,906.98	\$10,077.28
6.75	\$9,134.51	\$9,547.13	\$9,731.75	\$9,911.16	\$10,103.47	\$10,288.01	\$10,464.86
7.00	\$9,472.82	\$9,900.73	\$10,092.18	\$10,278.24	\$10,477.67	\$10,669.05	\$10,852.45
7.50	\$10,149.45	\$10,607.93	\$10,813.05	\$11,012.40	\$11,226.08	\$11,431.13	\$11,627.63
7.75	\$10,487.77	\$10,961.52	\$11,173.49	\$11,379.48	\$11,600.28	\$11,812.16	\$12,015.21
8.00	\$10,826.08	\$11,315.12	\$11,533.92	\$11,746.56	\$11,974.48	\$12,193.20	\$12,402.80

*Adjunct rates shown above include an APPQMR stipend of \$33.33 per workload unit beyond the base adjunct rate and an MSN stipend of \$500 per workload unit beyond the base adjunct rate.

*Actual pay may differ from posted rates due to rounding. Adjustments will not be made for these differences.

*Rates may change during the year based on any Board approved increases.

ADJUNCT LOADS AND PAY RANGES
High-Wage High-Demand
Doctorate in Nursing (PhD) Program
 Effective 8-16-2021*

Workload Units	BA	MA	MA12	MA24	MA36	MA48	PhD
1.00	\$1,486.93	\$1,548.06	\$1,575.41	\$1,601.99	\$1,630.48	\$1,657.82	\$1,684.02
1.75	\$2,602.13	\$2,709.11	\$2,756.97	\$2,803.48	\$2,853.34	\$2,901.19	\$2,947.04
2.00	\$2,973.86	\$3,096.12	\$3,150.82	\$3,203.98	\$3,260.96	\$3,315.64	\$3,368.04
2.50	\$3,717.33	\$3,870.15	\$3,938.53	\$4,004.98	\$4,076.20	\$4,144.55	\$4,210.05
2.75	\$4,089.06	\$4,257.17	\$4,332.38	\$4,405.47	\$4,483.82	\$4,559.01	\$4,631.06
3.00	\$4,460.79	\$4,644.18	\$4,726.23	\$4,805.97	\$4,891.44	\$4,973.46	\$5,052.06
3.50	\$5,204.26	\$5,418.21	\$5,513.94	\$5,606.97	\$5,706.68	\$5,802.37	\$5,894.07
3.75	\$5,575.99	\$5,805.23	\$5,907.79	\$6,007.46	\$6,114.30	\$6,216.83	\$6,315.08
4.00	\$5,947.72	\$6,192.24	\$6,301.64	\$6,407.96	\$6,521.92	\$6,631.28	\$6,736.08
4.50	\$6,691.19	\$6,966.27	\$7,089.35	\$7,208.96	\$7,337.16	\$7,460.19	\$7,578.09
4.75	\$7,062.92	\$7,353.29	\$7,483.20	\$7,609.45	\$7,744.78	\$7,874.65	\$7,999.10
5.00	\$7,434.65	\$7,740.30	\$7,877.05	\$8,009.95	\$8,152.40	\$8,289.10	\$8,420.10
5.50	\$8,178.12	\$8,514.33	\$8,664.76	\$8,810.95	\$8,967.64	\$9,118.01	\$9,262.11
5.75	\$8,549.85	\$8,901.35	\$9,058.61	\$9,211.44	\$9,375.26	\$9,532.47	\$9,683.12
6.00	\$8,921.58	\$9,288.36	\$9,452.46	\$9,611.94	\$9,782.88	\$9,946.92	\$10,104.12
6.50	\$9,665.05	\$10,062.39	\$10,240.17	\$10,412.94	\$10,598.12	\$10,775.83	\$10,946.13
6.75	\$10,036.78	\$10,449.41	\$10,634.02	\$10,813.43	\$11,005.74	\$11,190.29	\$11,367.14
7.00	\$10,408.51	\$10,836.42	\$11,027.87	\$11,213.93	\$11,413.36	\$11,604.74	\$11,788.14
7.50	\$11,151.98	\$11,610.45	\$11,815.58	\$12,014.93	\$12,228.60	\$12,433.65	\$12,630.15
7.75	\$11,523.71	\$11,997.47	\$12,209.43	\$12,415.42	\$12,636.22	\$12,848.11	\$13,051.16
8.00	\$11,895.44	\$12,384.48	\$12,603.28	\$12,815.92	\$13,043.84	\$13,262.56	\$13,472.16

*Adjunct rates shown above include a PhD stipend of \$667 per workload unit beyond the base adjunct rate.

*Actual pay may differ from posted rates due to rounding. Adjustments will not be made for these differences.

*Rates may change during the year based on any Board approved increases.

ADJUNCT LOADS AND PAY RANGES
APPQMR Certified and High-Wage High-Demand
Doctorate in Nursing (PhD) Program

Effective 8-16-2021*

Workload Units	BA	MA	MA12	MA24	MA36	MA48	PhD
1.00	\$1,520.26	\$1,581.39	\$1,608.74	\$1,635.32	\$1,663.81	\$1,691.15	\$1,717.35
1.75	\$2,660.46	\$2,767.43	\$2,815.30	\$2,861.81	\$2,911.67	\$2,959.51	\$3,005.36
2.00	\$3,040.52	\$3,162.78	\$3,217.48	\$3,270.64	\$3,327.62	\$3,382.30	\$3,434.70
2.50	\$3,800.65	\$3,953.48	\$4,021.85	\$4,088.30	\$4,159.53	\$4,227.88	\$4,293.38
2.75	\$4,180.72	\$4,348.82	\$4,424.04	\$4,497.13	\$4,575.48	\$4,650.66	\$4,722.71
3.00	\$4,560.78	\$4,744.17	\$4,826.22	\$4,905.96	\$4,991.43	\$5,073.45	\$5,152.05
3.50	\$5,320.91	\$5,534.87	\$5,630.59	\$5,723.62	\$5,823.34	\$5,919.03	\$6,010.73
3.75	\$5,700.98	\$5,930.21	\$6,032.78	\$6,132.45	\$6,239.29	\$6,341.81	\$6,440.06
4.00	\$6,081.04	\$6,325.56	\$6,434.96	\$6,541.28	\$6,655.24	\$6,764.60	\$6,869.40
4.50	\$6,841.17	\$7,116.26	\$7,239.33	\$7,358.94	\$7,487.15	\$7,610.18	\$7,728.08
4.75	\$7,221.24	\$7,511.60	\$7,641.52	\$7,767.77	\$7,903.10	\$8,032.96	\$8,157.41
5.00	\$7,601.30	\$7,906.95	\$8,043.70	\$8,176.60	\$8,319.05	\$8,455.75	\$8,586.75
5.50	\$8,361.43	\$8,697.65	\$8,848.07	\$8,994.26	\$9,150.96	\$9,301.33	\$9,445.43
5.75	\$8,741.50	\$9,092.99	\$9,250.26	\$9,403.09	\$9,566.91	\$9,724.11	\$9,874.76
6.00	\$9,121.56	\$9,488.34	\$9,652.44	\$9,811.92	\$9,982.86	\$10,146.90	\$10,304.10
6.50	\$9,881.69	\$10,279.04	\$10,456.81	\$10,629.58	\$10,814.77	\$10,992.48	\$11,162.78
6.75	\$10,261.76	\$10,674.38	\$10,859.00	\$11,038.41	\$11,230.72	\$11,415.26	\$11,592.11
7.00	\$10,641.82	\$11,069.73	\$11,261.18	\$11,447.24	\$11,646.67	\$11,838.05	\$12,021.45
7.50	\$11,401.95	\$11,860.43	\$12,065.55	\$12,264.90	\$12,478.58	\$12,683.63	\$12,880.13
7.75	\$11,782.02	\$12,255.77	\$12,467.74	\$12,673.73	\$12,894.53	\$13,106.41	\$13,309.46
8.00	\$12,162.08	\$12,651.12	\$12,869.92	\$13,082.56	\$13,310.48	\$13,529.20	\$13,738.80

*Adjunct rates shown above include an APPQMR stipend of \$33.33 per workload unit beyond the base adjunct rate and a PhD stipend of \$667 per workload unit beyond the base adjunct rate.

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