

## Non-instructional Compensation for Unranked Faculty

*Notes: All activities must be arranged ahead with appropriate chair or dean; the hourly rate will correspond to the current senior adjunct pay divided by 135 and rounded to the closest dollar. This will be the rate for the full term of the CBA.*

Category*	Activity*	Unranked faculty eligible?	Compensation	Explanation
1. Training and/or mentoring				
	a. Leading workshops, per three hour workshop	Yes, if requested by dean or AP	\$72/hr	
	b. Mentoring new faculty, per semester	No		Currently no program for unranked faculty to serve as mentors; will revisit in future if such a program is developed
	c. Training a Teaching Assistant, per semester	No		This is an AA responsibility
	d. Guest critique/lecture per class	Yes		This activity is paid through programs via speaker fees by invitation as a guest; may vary by program
2. Required attendance at student events per event		N/A		Unranked faculty not currently required to attend such events
	Activities normally accomplished by ranked faculty when none are available due to program limitations; includes academic advising events, majors exposed, admissions events, prospective student day, any meetings or work performed during fall or spring faculty week including commencement that are beyond the obligations of the job description	Yes	\$72/hr	Event and number of hours agreed ahead of time with chair or dean
3. Advising Student Groups/Organizations per semester		No		This activity should be done by ranked faculty
4. Student Reviews, per three hour slot		Yes	\$72/hr; 3 hrs	By invitation of chairs as needed
	a. First-year Review	Yes	\$72/hr; up to 3 hrs beyond teaching time	In addition to normal teaching hours for that week
	b. Third-year Review	Yes	\$72/hr; 3 hrs	
	c. Exit Review	Yes	\$72/hr; 3 hrs	
	d. Admitted Students Day/ Portfolio Review	Yes	\$72/hr; 3 hrs	
5. Graduate Application Review		Yes	\$72/hr	Number of hours to be agreed ahead of time between chair and faculty
6. Organizing/Programming Special Events		Yes	Based on scope and length	This is accomplished through coordinators (\$6,500 per full, see #7), which are open to all faculty; established through chair and dean
	a. Juried Shows	Yes	Based on scope and length	
	b. Organizing Faculty Exhibitions (on/off site)	Yes	Based on scope and length	
	c. Organizing student shows	Yes	Based on scope and length	
	d. Organizing student competitions	Yes	Based on scope and length	

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	e. Advising/Coordinating student scholarships	Yes	Based on scope and length	
	f. Symposiums/Guest speakers/lectures/reading series	Yes	Based on scope and length	
7. Coordinating Work, such as coordinating activities for a curricular area within an academic program, liaising with educational technology, organizing program related events, which include 4-5 hours of activity per week.		Yes	Full = 135 hrs = \$6,500	This is paid by scope by semester or year; current coordinatorship is \$6,500 for 135 hours of work; -- one semester: full = 9 hrs/wk; 5 = 4.5 hrs/wk; .25 = 2.25 hrs/wk -- full year: full = 4.5 hrs/wk; 5 = 2.25 hrs/wk
8. Committee Work		Yes		Other than specified in CBA
	a. Program or Departmental Committees	Yes	\$72/hr; 2x the number of meeting hours for the committee for the term of service	By invitation of chair or dean; paid by program budgets
	b. College-wide Committees	Yes	\$72/hr; 2x the number of meeting hours for the committee for the term of service	By invitation of chair, dean or AP
9. Graduate Studio Practice (GSP) Fewer than Four Units		Yes	\$300 per unit	1 unit = single student; 2 units = 1-2 students; 3 units = 2-3 students
10. Professional Services		Yes	Variable flat rate, greater than or equal to the equivalent of \$72/hour	To be used for faculty contributing their professional services, typically resulting in some final product. Examples include: designing promotional materials, fabricating display items, etc.

\*From list provided by SEIU

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