### ARTS & SCIENCES

**Course Instructor/Lecturer Rates -- AY 2018-2019**

1) **SALARY RATE FOR ONLINE INSTRUCTION IS THE SAME AS ON-CAMPUS RATE.**

2) Under-enrolled courses will need to be cancelled or instructor salary paid at prorated rate. Exceptions must be approved by the dean.

3) Rates based on "Lecturer Salary Recommendation" approved 9/20/12 plus annual increase.

4) Salaries listed below represent a 0% change from the 2017-18 rate.

5) Rates are based on a 3-credit course unless noted. See "notes" for add'l info/department.

6) Any instructional rates higher than those listed below require approval at Dean's level.

7) See approved policy for criteria differentiating "lecturer" from "senior lecturer". Listed on tab/sheet 2 of this worksheet.

### DEPARTMENT | LECTURER | SENIOR LECTURER | Notes
--- | --- | --- | ---
Anthropology | 4,008 | 5,150 |  
Art & Design | 4,008 | 5,150 |  
Biology | 4,008 | 5,150 |  
Chemistry | 4,008 | 5,150 |  
Communication | 4,043 | 5,150 |  
CommSciDis | 4,008 | 5,150 | **per cred rate for experienced ASL instr = $1716/cr**
Criminal Justice | 4,628 | 5,150 |  
English | 4,008 | 5,150 |  
Geography | 4,120 | 5,150 |  
History | 4,120 | 5,150 |  
Humanities/IS | 4,008 | 5,150 |  
Indian Studies | 4,008 | 5,150 |  
Languages (4 cred) | 5,344 | 6,864 | **Rates= 4 cr crs; Use FY18 rate for indiv > standard rate**
Mathematics | 4,008 | 5,150 |  
Music | 4,008 | 5,150 |  
Philosophy/Religion | 4,008 | 5,150 |  
Physics | 4,008 | 5,150 |  
Psychology | 4,008 | 5,150 |  
Sociology | 4,628 | 5,150 |  
Theatre Art | 4,046 | 5,150 | **Per credit lecturer rate = $1348/cr**
Women Stud | 4,303 | 5,150 |  

### A&S FACULTY OVERLOAD RATES (online or F-to-F courses); no increase for FY19

Overload rate applies ONLY to individuals who hold a full-time position WITHIN A&S.

Example: A staff/instructor employed full-time in another college/unit (such as Business, Aerospace, Honors etc.) would be paid the normal lecturer rate as listed above for teaching one course in A&S.

<table>
<thead>
<tr>
<th>Professor</th>
<th>Lecturer</th>
<th>Assistant Professor</th>
<th>Associate Professor</th>
<th>Professor</th>
</tr>
</thead>
<tbody>
<tr>
<td>$4,478</td>
<td></td>
<td>$5,040</td>
<td>$5,603</td>
<td>$6,160</td>
</tr>
</tbody>
</table>

7/31/2018
a. Increases in salary (and increase from Lecturer to Senior Lecturer) would be based on a) education level, b) years in service, c) performance reviews (based on end-of-semester bubble sheet summaries, other direct assessment data and other forms of evaluative data submitted by the person in question and d) additional special circumstances based on other issues. The person in question would negotiate with the Chair and Dean about increases in salary.