

Here are adjunct pay scales for local, online and RIT Benchmark institutions as of July 2008.

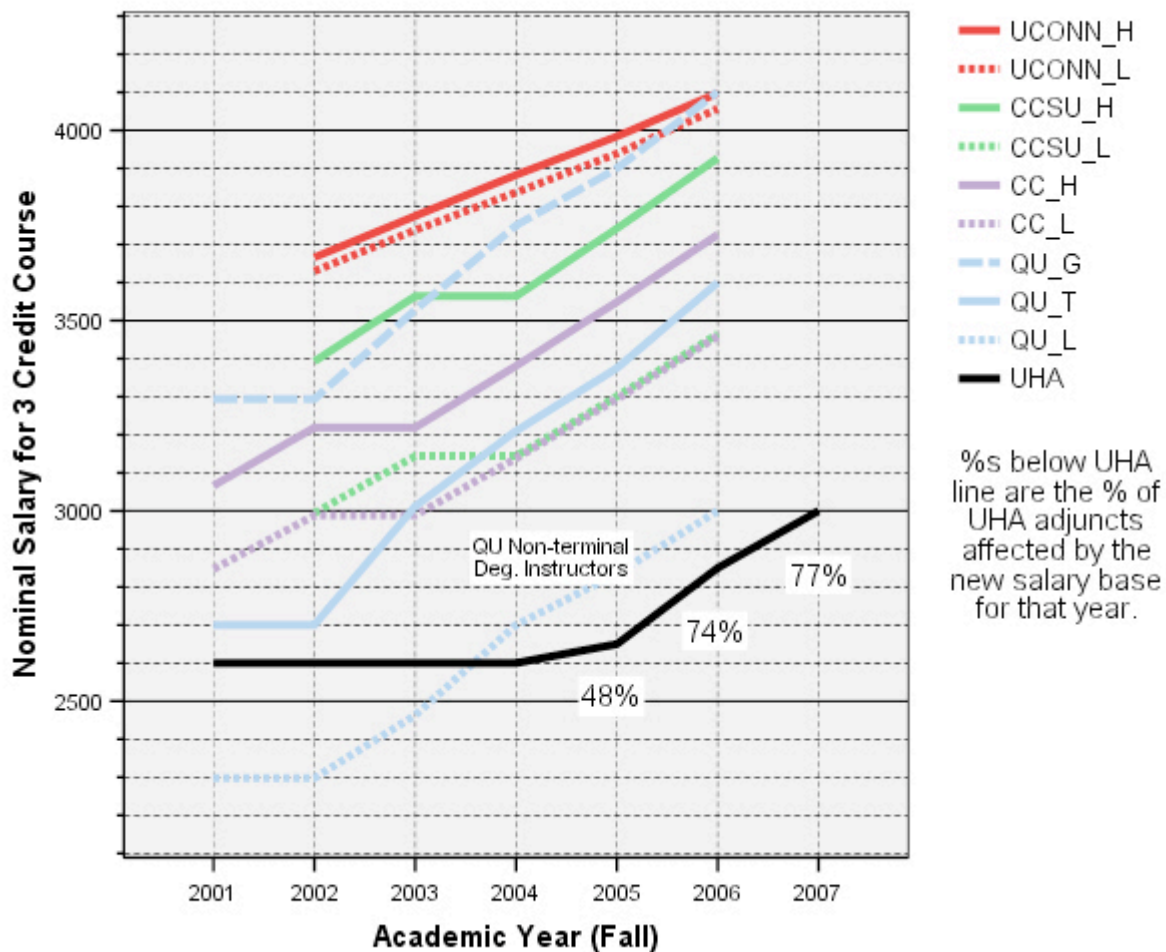
Adjunct Pay at Monroe Community College – per contact hour

Rank	2008-9	2009-10	2010-11	2011-12
Lecturer	892	912	932	952
Instructor	892	912	932	952
Assistant Professor	947	967	987	1007
Associate Professor	1012	1032	1052	1072
Professor	1111	1131	1151	1171

Adjunct Pay at Monroe Community College – per typical 3 credit lecture/discussion class

Rank	2008-9	2009-10	2010-11	2011-12
Lecturer	2676	2736	2796	2856
Instructor	2676	2736	2796	2856
Assistant Professor	2841	2901	2961	3021
Associate Professor	3036	1096	3156	3216
Professor	3333	3393	3456	3513

University of Connecticut, an RIT Benchmark institution is shown in the top 2 (Red in Color) lines. Note that latest figures available are from 2006 and presumably are higher now. Nearly ALL of these institutions are above what is now paid to holders of doctorates in CLA at RIT and some are well above.



Here is an example of online faculty pay for an institution in Albany, NY, Excelsior College. Note class sizes and differentials for size. An instructor teaching his/her second course with 25 students enrolled would be paid \$3650 for the course. An instructor who had taught 8 previous courses would earn \$3800 under similar conditions. Top scale is \$4100 per course.

Class Size	Pay Scale to take effect 7/2007				
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
	New Instructors	After teaching 1 st section	After teaching 8 sections	After teaching 16 sections	After teaching 24 sections
5-9	\$2,475	\$2,550	\$2,700	\$2,850	\$3,000
10-16	\$2,775	\$2,850	\$3,000	\$3,150	\$3,300
16-20	\$3,075	\$3,150	\$3,300	\$3,450	\$3,600
21-25 (overload)	Restricted from overload	\$100 for each student after 20	\$100 for each student after 20	\$100 for each student after 20	\$100 for each student after 20

Here is the pay scale for Central Michigan University online instructors. CMich was one of the pioneers in distance education online.

Central Michigan University Online

# Students	3 Credit Course	Other Scenarios
Up to 5	\$1500	
6-12	\$246 per student	\$2952 3 credit course with 12 students
13-25	\$2985	
Overloads above 25	\$120 extra per students	35 Students(as is typical of Liberal Arts at RIT) \$4185

Argosy University Online

\$2200 per 6 Week Undergraduate Course

Syracuse University – New Union Contract

MINIMUM pay per 3 credit course \$3336. Note that cost of living in Syracuse is lower than Rochester. Scheduled 2.1 % increases in future with .9% merit addition. Added pay for advising, course development and other duties.

Info about **Genesee Community College (GCC)**
(<http://gccadjuncts.org/index.html?>)