**Compensation Rates for Adjunct Teaching Positions**

(per credit hour compensation rates)

Effective August 2021

|  |  |  |  |
| --- | --- | --- | --- |
| **Step** | **Graded courses taught** | **Step** | **Graded courses taught** |
| 1 | 0-3 | 6 | 15-16 |
| 2 | 4-6 | 7 | 17-18 |
| 3 | 7-8 | 8 | 19-20 |
| 4 | 9-11 | 9 | 21+ |
| 5 | 12-14 |  |  |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Step | Master’s | Masters+ | Terminal Degree Undergraduate | Terminal Degree Graduate | Top Tier Undergraduate | Top Tier Graduate |
| 1 | $861 | $935 | $1,008 | $1,040 |  |  |
| 2 | $893 | $971 | $1,050 | $1,082 |  |  |
| 3 | $935 | $1,008 | $1,092 | $1,124 |  |  |
| 4 | $971 | $1,050 | $1,134 | $1,171 |  |  |
| 5 | $1,008 | $1,092 | $1,181 | $1,213 |  |  |
| 6 | $1,050 | $1,134 | $1,229 | $1,260 |  |  |
| 7 | $1,092 | $1,181 | $1,281 | $1,318 |  |  |
| 8 | $1,134 | $1,229 | $1,323 | $1,370 |  |  |
| 9 | $1,181 | $1,281 | $1,397 | $1,428 | $1,454 | $1,481 |

**Additional Details:**

1. Use Master’s + category for anyone with work beyond a Master’s degree but who is short of an earned terminal degree. Terminal degree is determined by the expectations for the subject taught (JD would be a terminal degree for teaching law classes, MFA is terminal for studio art, creative writing, theatre performance, etc.). For persons with other than a doctorate degree, the judgment that the degree is a terminal one must be based on accepted disciplinary standards and approved as a terminal degree by both the College Dean and the Provost.
2. The “top tier” is for UMW emeriti or other adjuncts with recognized distinguished credentials (noteworthy professional standing in their field, a significant publication record, etc.). Persons other than UMW emeriti who are placed in this category must be approved by the College Dean and the Provost.
3. “Graded college-level course” means the individual was the instructor of record and assigned grades. Labs taught alone (without the corresponding lecture) count as one-half a course.