

Rock Valley College

Salary Procedure – Adjunct Faculty Salary Schedule

RVC Administrative Procedure (3:40.020)

Purpose

The purpose of this procedure is to establish a consistent process for determining adjunct faculty compensation. Adjunct faculty will be compensated based on their perspective lane and tier for the courses being taught as illustrated in the Adjunct Faculty Pay Tables below.

The Administration will annually review the Adjunct Faculty Pay Tables to ensure appropriate administration of a salary program for adjunct faculty. The review of the Adjunct Faculty Pay Tables will consider industry compensation rates as well as advancement tiers based on length of service and level of education earned. As part of their teaching assignment, adjunct faculty will be required to hold 60 minutes of office hours per week for every three credit hours taught.

Definitions

- **Adjunct Faculty Salary Schedule:** A table that outlines the CHE rates for adjuncts based on lane and tier placement, determined by graduate hours completed in the instructional discipline and number of CHEs taught.
- **Adjunct Lane:** Determined by the certificate, undergraduate, and graduate hours completed in the instructional discipline
- **Adjunct Tier:** Determined by the number of CHEs taught at Rock Valley College.
- **Contact Hour Equivalent (CHEs):** To determine a course's total CHEs, add the CHEs for lecture and the CHEs for lab. This information can be found in the Course Catalog, unless the course is listed in Appendix M of the Faculty CBA.

Relevant Information

Adjunct Faculty Pay Table (Effective Spring 2019)

Lane		CHE (Less than 16 equivalent CHE)	AFI Rate	CHE (More than 16 equivalent CHE)	AFI Rate
Bachelors	1	\$700	\$725	\$710	\$735
Masters	2	\$725	\$750	\$735	\$760
Masters + 15	3	\$745	\$770	\$755	\$780
Masters + 30	4	\$770	\$795	\$780	\$805
Masters + 45	5	\$790	\$815	\$800	\$825
Masters + 60	6	\$810	\$835	\$820	\$845
PhD/ DDS/ DNP	7	\$835	\$860	\$845	\$870

****Adjunct Faculty Institute (AFI):** Adjunct faculty members who successfully completed the AFI when it was offered will have their pay adjustment grandfathered in and continue to receive a \$25.00 per CHE incentive.

Reference: Board Reports 6979, 6902, 6903, 6411, 6555, 6634, 6635, 7036, 8377

Implemented: April 8, 2014

Revised: July 17, 2026