

## Adjunct Faculty Compensation: A Cycle of Exploitation

Adjunct faculty are almost always qualified to teach the courses to which they are assigned, but they are paid at an exploitative scale and by the course, and they almost never receive any benefits whatsoever. Here are some statistics on the average compensation per course and by discipline for adjunct faculty nationwide. The statistics are from the *Chronicle of Higher Ed's* database, but they are self-reported and not definitive. But they suggest very pointedly why the institutional reporting of adjunct faculty compensation has been very spotty and unreliable.

Undoubtedly, during our strike, the university will exploit the financial precarity of most adjunct faculty to try to cover some of the courses that full-time faculty teach. We view this tactic as a further exploitation of these faculty. If the priorities at our institution, and others, were not so skewed toward non-academic initiatives and enterprises, administrative bloat, excessive spending on athletics, and property acquisition and development, there would be revenues to provide make full-time positions available to many of the adjunct faculty who are actively seeking such positions.

As you consider the compensation per course, it is easy to calculate the annual compensation for an adjunct faculty member who manages to cobble together a ten-course annual load: just add a zero to the average compensation per course—and then immediately deduct the cost of health insurance that will need to be paid out of pocket. Then consider that in order to arrange a ten-course annual teaching load, an adjunct faculty member will have to teach at two or three institutions and arrange his or her schedule to allow time for traveling back and forth between them, in some instances several times during the course of a day.

Perhaps our strike will provide an opportunity for some adjunct faculty to earn some extra money. No one really can blame them for taking advantage of such an opportunity. But the university's exploitation of adjunct faculty will clearly be given a further grim turn by this administration. Adjunct faculty compensation per course at Wright State is generally below, rather than at or above, the national average by discipline, except in some instances in which adjunct faculty are teaching specialized upper-level courses—and in most of those cases, teaching is not the main source of income for those faculty.

Lastly, in recent testimony before the Ohio legislature, Ohio Conference leaders documented that the problem with so many courses *not being taught* by full-time faculty has much less to do with their workloads than it has to do with the steady erosion in the number of faculty who are full-time, never mind tenure-track.

Accounting \$2,055  
Anthropology: \$2,636  
Architecture and Design: \$2,405  
Art History: \$3,167 per course  
Arts: \$3,174  
Biology: \$3,098  
Business: \$2,115 per course  
Chemistry: \$2,600  
Communications: \$2,145  
Composition, Rhetoric, Writing: \$1,989  
Computer Sciences: \$2,867  
Criminal Studies: \$1,459  
Divinity Studies: \$2,310  
Earth Science: \$1,800  
Economics: \$2,925  
Education: \$2,029  
English: \$2,315  
Environmental Studies and Forestry:  
\$2,255  
Family and Consumer Science: \$2,310  
Foreign Language: \$3,006  
Gender and Sexuality Studies: \$3,161  
General Studies: \$1,661  
Geography: \$2,248  
Health Sciences: \$2,175  
History: \$2,062 per course  
Human Physical Performance and  
Recreation: \$2,070  
Humanities: \$2,262 per course  
Journalism: \$2,883  
Landscape Architecture: \$4,785  
Liberal Arts: \$2,404 per course  
Library and Museum Studies: \$4,333  
Linguistics: \$2,310  
Literature: \$2,000  
Mathematics: \$2,085  
Music: \$2,757  
Nursing: \$1,325  
Performing Arts: \$3,360  
Philosophy: \$2,796  
Physics: \$2,310  
Political Science: \$2,540  
Professions and Applied Science:  
\$2,628  
Psychology: \$2,128

Public Administration: \$2,310  
Religion: \$2,413 per course  
Science and Technology: \$2,765  
Social Sciences: \$2,150  
Social Work: \$2,570  
Sociology: \$2,134  
Statistics: \$2,310  
Systems Science: \$2,310  
Transportation: \$2,310  
Visual Arts: 2,883 per course