

## College of HEST Adjunct Rates FY24

| Rank  | Adjunct faculty qualifications at time of hire  | Payment under FY24 rate schedule <sup>+</sup>                        |
|---|---|--|
| <b><i>College Professor<sup>^</sup></i></b>           | <ul style="list-style-type: none"> <li>• Meets scholarship, professional practice, clinical supervision, or academic teaching criteria to that of a <u>College Full or Full Professor</u> in the academic unit; and</li> <li>• Has <u>twelve years</u> of experience (either academic teaching, clinical supervision or discipline-based professional practice, or a combination of both); is an emeritus professor; and</li> <li>• Has a doctoral or terminal degree in the field; and</li> <li>• <i>If applicable:</i> Requires professional licensure to teach or supervise in the related academic discipline.</li> </ul>   | <p><i>\$2,000/credit hour</i><br/><i>\$6,000/3 credit course</i></p> |
| <b><i>College Associate Professor<sup>^</sup></i></b> | <ul style="list-style-type: none"> <li>• Meets scholarship, professional practice, clinical supervision, or academic teaching criteria to that of a <u>College Associate or Associate Professor</u> in the academic unit; and</li> <li>• Has at least <u>six years</u> of experience (either academic teaching, clinical supervision or discipline-based professional practice, or a combination of both); and</li> <li>• Has a master's degree or above or equivalent educational experience to that of a <u>College Associate or Associate Professor</u>; and</li> <li>• <i>If applicable:</i> Requires professional licensure to teach or supervise in the related academic discipline.</li> </ul> | <p><i>\$1,666/credit hour</i><br/><i>\$5,000/3 credit course</i></p> |
| <b><i>College Assistant Professor</i></b>             | <ul style="list-style-type: none"> <li>• Meets scholarship, professional practice, clinical supervision, or academic teaching criteria to that of a <u>College Assistant or Assistant Professor</u> in the academic unit; and</li> <li>• Has at least <u>three</u> years of experience (either academic teaching, clinical supervision or discipline-based professional practice, or a combination of both); and</li> <li>• Has a master's degree or above; or</li> <li>• Doctoral student (no longer a GA); and has completed all course work (ABD); and</li> <li>• <i>If applicable:</i> Requires professional licensure to teach or supervise in the related academic discipline.</li> </ul>       | <p><i>\$1,287/credit hour</i><br/><i>\$3,861/3 credit course</i></p> |
| <b><i>College Instructor</i></b>                      | <ul style="list-style-type: none"> <li>• Has not met the scholarship, professional practice, clinical supervision, or academic teaching criteria to faculty within the unit or under the college guidelines</li> <li>• Has <u>less than three years</u> of experience (either academic teaching or professional practice)</li> <li>• Has no professional licensure</li> <li>• Has a Bachelor's degree or higher or equivalent professional practice experience to that of a College Instructor.</li> </ul>  | <p><i>\$985/credit hour</i><br/><i>\$2,961/3 credit course</i></p>   |

\*The final salary agreed upon by the adjunct faculty member and the department will be determined by several factors (i.e., course size, need, etc.) but will be larger, driven by the unit available budget.

<sup>+</sup>The dollar amounts in the column are the minimum pay rate for adjuncts hired at the specific ranks identified. The particular dollar amounts should be adjusted for each FY year's current rate schedule.

<sup>^</sup>Any adjunct faculty hired at the **college associate/full professor** level **will need** prior approval by the HEST Associate Dean of Academics.

**Exceptions may be authorized to the adjunct rates by the Associate Dean of Academics.**

Factors required for exceeding the minimum salary in each rank:

- a) The market or shortage of available instructors drives demonstrable disciplinary constraints.
- b) Large, lecture-based course with a three-year pattern of enrollment of at least 50 students
- c) The instructor has demonstrated high-quality teaching in the instructor rank for five years or more.

*\*In these cases, the academic unit can negotiate a hire-per-credit hour rate in each outlined rate. The higher rate needs prior approval from the HEST Associate Dean for Academics.*

Note:

- These pay rates do not apply to sponsored instruction, where the sponsoring agency or state may determine compensation in compliance with NMSU policy.
- With prior approval, temporary, per-course faculty hired in semesters previous to the effective date of this memo may be hired at their last salary.
- The Associate Dean of Academics may authorize exceptions to these rates with written justification.
- The rates are an iterative working document that requires a refresh periodically to enhance coherence, equity, and sustainability.
- **All salaries contingent on available funds**