

Compensation Rates or adjunct Teaching positions

(per credit hour compensation rates)

Effective Date - August 2021

Step	Graded courses taught	Step	Graded courses taught	Step	Graded courses taught
1	0-3	4	up to 11	7	up to 18
2	up to 6	5	up to 14	8	up to 20
3	up to 8	6	up to 16	9	21 & beyond

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

Additional Details:

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.

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.

"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.

