



Instructor Salaries – Quality Instruction Grant

Departmental Policy 20170924B – R.Sonnenfeld

Ratification

This policy was created by Dept. Chair Sonnenfeld, per the authority vested in Dr. Eilek's "Physics Spare Change Grant". When it is ratified in a department meeting, I will put the date here:

Background/Need for Policy

This was created because Tech's pay policies for temporary instructors (\$1000/credit hour) under-value instruction in general and lab instruction in particular. This allows the department chair (pending availability of funds) to augment Tech contracts with gift money in order to bring instructors up to at least \$10/hour of work. Hour of work includes contact hours, prep hours and grading hours that are expected for quality instruction.

Quality Instruction Grant

Whereas, Tech values high-quality instruction at all levels. Whereas, Tech's published temporary instructor pay schedule (\$1000/credit hour) can lead to an instructor earning less than minimum wage when all forms of preparation and instruction are included. Whereas, in addition to being a non-livable wage, such a wage does not compel the quality of commitment that we want from our instructors.

Be it resolved that: The department chair, in consultation with at least one other faculty member with appropriate knowledge, may offer a "Quality Instruction Grant" to any Tech instructor at any time to bring their compensation to an appropriate rate. This rate shall be no more than \$15/hr and no less than \$10/hr. This grant will be provided as a one-time addition to pay during a semester of instruction. State funds may not be used for such a grant. Gift accounts and other non-governmental funding sources may be used.