



Instructor Salaries – Quality Instruction Grant

Departmental Policy 20170924B – drafted by R.Sonnenfeld

Ratification

This policy was created by Dept. Chair Sonnenfeld, and has been used since Fall of 2017. It was officially ratified by the department at a retreat on February 26, 2019.

Background/Need for Policy

This was created because Tech's pay policies for temporary instructors (\$1200/credit hour for lower division) undervalue 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 (\$1200/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. State funds may not be used for such a grant. Gift accounts and other non-governmental funding sources may be used.

Comments

This policy was created to allow flexibility in pay of graduate students or former graduate students who were working as Lab TAs under emergency hire guidelines. However, there is no reason it could not apply to faculty or staff if they were willing to accept pay according to the range mentioned here. The job definition and specification of hours to be worked is up to the chair in consultation with the appropriate other faculty (e.g. Professor of Lab Instruction).