



BOISE STATE UNIVERSITY

OFFICE OF THE PROVOST

Tenure Track Promotion and Lecturer & Adjunct Compensations for FY22

Promotion Increases

<u>TENURE TRACK FACULTY</u>		<u>LECTURER</u>	
Promotion to Associate Professor	\$7,000	Promotion to Level 2	\$1,000
Promotion to Full Professor	\$10,000	Promotion to Level 3	\$1,500

Lecturer Compensation

Lecturers are non-tenure-track faculty whose primary responsibility is teaching non-clinical courses in degree and/or certificate programs for an academic year. The three levels of lecturer appointments are shown below, along with the minimum annual compensation levels. These levels are evaluated periodically and updated by the Provost.

Level 1 – minimum annual salary is **\$42,175**

Master's degree with less than four years of contractual experience*.

Level 2 – minimum annual salary is **\$44,350**

Master's degree with four years of contractual experience, or a terminal degree within one's discipline and less than four years contractual experience*.

Level 3 – minimum annual salary is **\$46,750**

Terminal degree within one's discipline and four years of contractual experience, or Master's degree with eight years of contractual experience*.

Senior Level 3 – minimum annual salary is **\$46,750**

This is an honorific recognition not associated with an increase in salary. It requires, with rare exception, a Terminal degree within one's discipline and more than ten (10) years teaching experience under a Boise State contract. Each department is responsible for developing its criteria and process for promotion to Senior Lecturer in consultation with the college dean and Office of the Provost.

*Contractual Experience – Teaching while on a Lecturer contract at Boise State University or equivalent position at another institution. See University Policy #4250.

Adjunct Compensation

Boise State has two regular compensation levels for adjunct instructors as established by the Provost. Criteria and pay are as follows:

Step 1 minimum: Adjunct faculty who:

- (a) have taught fewer than three semesters for the University within the last three years, and
- (b) does not hold a terminal degree.

The Step 1 minimum pay rate is \$1,109 per credit hour

Step 2 minimum: Adjunct faculty who:

- (a) holds a terminal degree in the field and has taught fewer than three semesters for the University, or
- (b) has at least a Master's degree (or equivalent experience), and has taught at least three semesters for the University in the last six years.

The Step 2 minimum pay rate is \$1,151 per credit hour

Step 3 minimum: Adjunct faculty who:

- (a) holds a terminal degree in the field and has taught at least three semesters for the University in the last six years, or
- (b) has at least a Master's degree (or equivalent experience), and has taught at least six semesters for the University in the last eight years.

The Step 3 minimum pay rate is \$1,151 per credit hour

Senior Step 3 minimum: Adjunct faculty who:

- (a) an honorific recognition not associated with an increase in salary. It requires, with rare exception, a terminal degree within one's discipline and more than ten (10) years of teaching experience under a Boise State University contract.
- (b) each department is responsible for developing its criteria and process for promotion to Senior Adjunct in consultation with the college dean and Office of the Provost.

The Senior Step 3 minimum pay rate is \$1,151 per credit hour

For high enrollment classes, additional pay may be offered as follows:

For enrollments over 70, additional pay of \$50 per credit

For enrollments over 100, additional pay of \$100 per credit

For enrollments over 130, additional pay of \$150 per credit

Please Note regarding Credit Hour Load: Adjunct faculty teaching more than 11 credit hours per semester may trigger benefits eligibility and change to a Lecturer.

Forms

Departments hiring adjunct faculty will use the Letter of Appointment (LOA) template found at BSU website entitled "University Forms and Documents". Search for "Letter of Appointment".

Additional resources:

University Policy #4220: Adjunct Faculty

University Policy #4250: Lecturer Faculty

For further questions, please contact the Provost Office at 426-1202.