



Adjunct Faculty Requests and Compensation

Purpose

This purpose of this document is to provide guidance to assure consistency in requesting and approving adjunct faculty pay in the College of Sciences and Mathematics.

Persons Affected

This document applies to academic unit heads requesting adjunct faculty within the College of Sciences and Mathematics.

Policy

University HOP 03-403 Faculty Compensation provides guidance for the compensation of adjunct faculty and recognizes that compensation may vary by college, discipline, need, experience, and educational level. Compensation amounts for adjunct faculty are recommended by the academic unit head to the dean and approved by the provost and executive vice president of academic affairs prior to the appointment.

The Office of the Provost provides an adjunct salary pay scale based on the years of experience of the adjunct faculty.

Adjunct Pay Scale	
Years of Experience	Salary Range (per 3 TLCs)
0 – 6	\$2,650 – \$3,180
7 – 10	\$2,809 – \$3,392
> 10	\$2,968 – \$4,028

The years of experience is determined by considering relevant years of professional and academic experiences since earning a graduate or equivalent degree within the discipline in question.

The selected salary within the adjunct faculty's corresponding range is determined by assessing four criteria: **Teaching Experience**, **Professional Experience**, **Academic Credentials**, and **Prior Performance at SFA**. Each criterion is placed on a 3-level Likert Scale: 0 (Limited), 1 (Developing), 2 (Strong), and 3 (Exceptional) and defined as:

Score	Level	Description
0	Limited	Meets the basic qualifications for the assignment and limited evidence of additional experience or effectiveness.
1	Developing	Exceeds basic qualifications in some areas and demonstrates developing and relevant experience.



2	Strong	Provides substantial evidence of experience, qualifications, and effectiveness directly relevant to the assignment.
3	Exceptional	Provides an outstanding combination of experience, credentials, current expertise, and demonstrated effectiveness.

The total points provide guidance for the recommended salary placement within the corresponding salary range and is detailed in the following table.

Total Points Range	Recommended Salary Placement
0 - 3	Minimum of salary range.
4 - 6	Midpoint of salary range.
> 6	Maximum of salary range.

Any request beyond the recommended salary placement based on the rubric score and years of experience must be thoroughly justified.

Procedures

Academic unit heads requesting an adjunct faculty are to follow all appropriate university policies and provide any additional information directed by the Office of the Dean. This information includes the years of experience, rubric score, and the recommended salary. Any deviation from the recommended salary based on the years of experience and rubric score must be thoroughly justified.

Related Statutes or Regulations, Rules, Policies, or Standards

[HOP 03-403 Faculty Compensation](#)

Responsible Executive

Dean, College of Sciences and Mathematics

Revision History

August 13, 2026