


Memorandum

To: Faculty Senate
Seton Hall University

From: Karen E. Boroff, Ph.D. 
Interim Provost & Executive Vice President

Re: Follow up/Recommendations for Adjunct Pay Equity
2019-FS-03

Date: July 3, 2019

I am following up on my memorandum to you of May 3rd. While I believe that we have much yet to discuss about the long-term strategy for adjunct pay, I do believe that we can agree upon a pay increase for next year. Accordingly, effective Fall 2019, the minimum pay for an adjunct with a terminal degree will be raised from \$3000 to \$3100. In addition, the minimum pay for an adjunct without a terminal degree will increase from \$2700 to \$2800. Please note that this increase only applies to those schools that are covered by the *Faculty Guide*.

For the fiscal year starting July 1, 2020, should an automatic pay raise be given to the faculty in the College of Arts & Science, the Stillman School of Business, the College of Communication & the Arts, the School of Diplomacy, the College of Education & Human Services, the School of Health & Medical Sciences, the College of Nursing, and the Immaculate Conception Seminary/School of Theology, then the adjunct pay rate in those colleges and schools will be increased by the same percentage. This automatic increase only applies to the fiscal year starting July 1, 2020.

As I have previously noted, I continue to believe that adjunct increases should also be tied (at least in part) to longevity and merit. We need to continue to reward and acknowledge those who have demonstrated effective teaching to our students on an ongoing basis.

I look forward to continuing to work with you on this important issue in the new academic year.