

**COLLEGE OF ARTS & SCIENCES**  
**Academic Year Adjunct Lecturer (AYAL) – Salary/Benefits Information**

***Salary***

AYAL salaries are not negotiable. They are determined by three factors: disciplinary area, university teaching experience (i.e., number of courses previously taught as the instructor of record), and the number of courses assigned. The salary range for standard 7-course AYAL contracts is as follows:

- \$45,500-48,300 in Humanities and Arts
- \$46,900-\$49,700 in Social Sciences
- \$48,300-51,100 in Natural Sciences and Mathematics

In emergency situations, department chairs may, if the need arises, offer AYALs an additional course or two as an overload. We cannot “plan” an overload. “Overload” pay is \$5,500 per course although this supplemental pay is not received until the spring quarter (when the additional courses actually exceed the contracted number of courses.) Overload pay is taxed at the supplemental tax rate of approximately 40%, and there is no exception to that IRS rule.

***Benefits***

- AYALs teaching 5 or more courses receive the same medical benefits package as a first year tenure-stream faculty. As indicated in the packet of information supplied by Human Resources, several medical plan options are available; they vary in terms of coverage and employee cost. Each medical plan option includes vision coverage and dental coverage through Delta Dental.
- AYALs may be eligible for relocation expenses up to \$1000. This must be negotiated in advance with the dean’s office before an offer letter is sent.
- AYALs may receive up to \$250 in professional development funds, pending funding. A request must be made to the Senior Assistant dean and must be approved by both the chair and dean.
- The University pays retirement benefits for AYALs, but they do not vest until the end of the second year of full-time employment.
- The University has a small number of 1 and 2 bedroom apartments available at below market prices. Tenure-stream faculty and Lecturers on renewable term contracts have first priority for these spots. Occasionally, there are spots available to AYALs on a first come, first-served basis.