



# BROWARD COMMUNITY COLLEGE

*We keep you thinking.*

Office of the president

To: Members of the Board of Trustees

From: J. David Armstrong Jr., President

Date: January 29, 2008

Place: Regular Meeting of the Board of Trustees  
Broward Community College  
Room 425/426 - Building 17  
A. Hugh Adams Central Campus  
3501 S. W. Davie Road  
Fort Lauderdale

Subject: Agenda Item VI-F - Adjunct Faculty Rate Increase

The adjunct faculty rate increase is being recommended in order to be able to compete with similar institutions. It is also necessary for the College to be able to attract, motivate, and retain adjunct faculty. The new rates provide additional compensation for masters and doctoral degrees in response to current market practices. The rates are being increased as follows:

- a. Rank I (Doctorate) from \$1,820 per 3 credit lecture to \$2,000 per 3 credit lecture.
- b. Rank II, II+36, II+48 (Master's) from \$1,820 per 3 credit lecture to \$1,900 per 3 credit lecture.

**Benefit to BCC:**

Increasing the adjunct pay will help to enhance adjunct recruitment and retention, motivation, and job satisfaction. The increase also enables the college to address internal and external pay equity issues.

**Relationship to College Master Plan and Priorities:**

The pay increase supports the College's goal of quality improvement and the alignment of its workforce with educational objectives and mission. Specifically, the increase supports the goal of carrying out the college's learning-centered mission (Goal 1).

