

Adjunct Faculty Fact Sheet

Experts at combining service learning and real-world experience with academic theory. Diverse. Student-focused and approachable. Renowned for their expertise and the quality of their teaching and research. Accomplished at using Chicago—and the world—as a classroom. Well-connected. Flexible.

These are the words that describe the distinguished faculty who shape the student experience at DePaul University.

The DePaul faculty currently stands at approximately 2,800, with over 950 full-time professors and an annual average of 1,800 adjunct faculty over the course of the year. The university provides adjunct faculty the following:

COMPENSATION

- Competitive per course rates
 - Eligible for pay raise from 2.5 percent raise pool in 2016 and 2017
- Course cancellation fee
 - Cancellation one month before the first day of class results in a fee equal to 25 percent of the total course fee.
 - Option to opt out of course cancellation fee and request that course not be cancelled if there is hope that last minute registration would permit it to run.
- Compensation for university-level service
 - Adjunct faculty receive compensation for service on the Committee on Contingent Faculty and Workplace Environment Committee (WEC).
 - The WEC is examining compensation for adjunct faculty service in general with a goal to pilot a system in 2017-18.

PROFESSIONAL SUPPORT AND DEVELOPMENT

- Orientation upon hire
- Access to teaching and learning resources support tools
- Student course evaluations
- Access to the **Competitive Instructional Grants Program**. Adjunct faculty who have taught at least four degree-credit courses at DePaul in each of the four preceding academic years are eligible. Grants of up to \$1,500 are awarded to selected projects that promise a direct and significant impact on the quality of teaching. To be eligible, adjuncts also are expected to teach at least four degree-credit courses in the academic year following receipt of the grant.

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Adjunct Faculty Fact Sheet (Continued)

I. HEALTH AND WELFARE BENEFITS

Health and welfare benefit programs are offered to adjunct faculty members who are credited with the hours equivalent to a teaching load of at least six four-credit hour courses (at least four courses for the Law School) during the applicable prior 12-month period.

Health Care

- **Medical Coverage**—Coverage is available for eligible adjunct faculty through the Blue Cross Blue Shield Consumer Driven Health Plan. This includes a Health Savings Account with an annual university contribution.
- **Vision Coverage**—Coverage is available for eligible adjunct faculty through VSP, the university's plan provider.
- **Dental Coverage**—Coverage is available for eligible adjunct faculty through the university's dental plan with Blue Cross Blue Shield.
- **Flexible Spending Accounts (FSAs)**—Eligible adjunct faculty may elect to have pre-tax deductions taken from their pay to set aside funds for un-reimbursed medical and/or dependent care expenses. Two flexible spending accounts are available through the DePaul Flexible Account Program: Health Care Spending Account and Dependent Care Spending Account.

Bright Horizons Back Up Care Advantage Program

Access is available to back-up care services for children or adults including center-based and in-home care for children and in-home care for adults.

Life Insurance

Basic life insurance is provided and paid by the university. Eligible adjunct faculty may purchase supplemental life insurance for themselves up to five times their annual base or contract salary.

Dependent Optional Life Insurance

Optional life insurance may be purchased for a spouse or Second Domiciled Adult and dependent children under this plan. Two levels of coverage are available.

Accidental Death & Dismemberment Insurance

This insurance may be purchased by eligible adjunct faculty members for up to five times their annual base or contract salary, provided that amount is equal to their supplemental life insurance coverage amount.

Parking/Transportation Program

The transportation program enables adjunct faculty to set aside pretax contributions that can be used toward parking/mass transit expenses incurred while commuting to and from work at the university.

Employee Assistance Program

Convenient, confidential access to counseling, online educational resources and information is available at no cost to the part-time faculty member.

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II. RETIREMENT PLAN

Adjunct faculty may make pre-tax contributions to the DePaul University 403(b) Retirement Plan. Eligibility for the university's 9 percent matching contribution requires a one-time completion of a course load equivalency of 1,000 hours for adjunct faculty in any anniversary year of employment.

III. TUITION BENEFIT

Adjunct faculty are eligible for a variable tuition waiver benefit, based on the number of credit hours taught.

IV. ADDITIONAL BENEFITS

Additional benefits for adjunct faculty include:

- The newly created **Workplace Environment Committee**—comprised of elected adjunct faculty members—hears, reports, and suggests resolutions to workplace issues affecting the lives of adjunct faculty members across the university.
- Adjunct faculty who have taught at least four degree-credit courses during an academic year for four years are eligible for the annual **DePaul University Excellence in Teaching Awards**. The awards carry a stipend of \$2,000 each.
- The Office of Mission and Values offers adjuncts the opportunity to apply for the **Vincentian Endowment Fund Grant**, which supports projects that directly enhance the identity of DePaul as a Catholic, Vincentian and urban university.
- All colleges and schools offer adjunct faculty access to shared offices, computers, printers and copies.
- Several DePaul University departments offer discounted programs to adjunct faculty. These include the Ray Meyer Fitness and Recreation Center and athletic events. In addition, many School of Music and Theatre School performances are free to the university community.
- Several university vendors offer the university community discounted pricing for entertainment, parking, fitness centers, car rental services, hotels, financial products, eateries and retailers. These discount programs can be found on the **Procurement website**.