Adjunct Faculty Fact Sheet


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
  – $500 bonus in 2015

• 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 (effective July 1, 2016).
  – 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.

PROFESSIONAL SUPPORT AND DEVELOPMENT

• Orientation upon hire

• Access to teaching and learning resources support tools

• Student course evaluations

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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 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.

**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.

II. RETIREMENT PLAN
Adjunct faculty may make pre-tax contributions to the DePaul University 403(b) Retirement Plan. Eligibility for the university’s 8.5 percent matching contribution requires a one-time completion of a course load equivalency of 1,000 hours for part-time 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.
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IV. ADDITIONAL BENEFITS

Additional benefits for adjunct faculty include:

- Adjuncts 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.

  Adjuncts who have taught at least four degree-credit courses at DePaul in each of the four preceding academic years are eligible for the Competitive Instructional Grants Program. 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.

- All colleges and schools offer adjuncts 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 music and theater school performances are free to the university community.

- The Salvage Store offers for sale items that the university no longer needs or uses. Past items have included electronics, office furniture and artwork.

- Several university vendors offer the university community discounted pricing for entertainment, parking, car rental services, hotels, financial products, eateries and retailers. These discount programs can be found on the Procurement website.