

Adjunct Faculty Working Conditions Are Student Learning Conditions

As of 2016, there were 539 adjunct faculty at NJCU, and 242 full-time faculty. 47% of classes at NJCU and 75% nationwide are taught by adjunct faculty.

Adjunct faculty earn between \$1300-1350 per credit. They are not permitted to teach more than two courses per semester, and are not guaranteed even one class!

In-state undergrads pay \$370.10 per credit (out-of-state and grad students pay more). One 3-credit class with 15 in-state students earns \$16,654.50 for NJCU, of which \$3900 goes to your adjunct professor. This means fees for less than four students pay for the instructor.

The amount adjunct faculty are paid is based solely on the hours they actually spend in class, or what's called a contact hour. Here's some of what adjunct professors do when outside of class:

- Syllabus preparation and choosing course materials
- Creating and copying course handouts
- Creating online class presence
- Test development
- Library reserves
- Ordering books and supplies in the bookstore
- Test preparation and grading
- Online teaching and learning
- Emails and other communication with students
- Attending University mandated professional development activities and official university events
- Participation in professional associations and conferences (external)
- Publication and research activities

Since adjunct faculty can only gross approximately \$15,600 a year teaching two 3-credit courses per semester at NJCU, many teach at other schools where their situation is the same, so they spend a lot of hours commuting. Adjunct faculty at NJCU are not paid for office hours, so are unable to hold student conferences, meet with students regarding midterm grades, and cannot be student advisors. This decreases student advisement choices and mentoring opportunities.

