



STATE

CAMPUS EQUITY WEEK

Temporary/Special (T/S) Faculty:

CSU's term for faculty who are also known as adjunct, contingent, non-tenure track. These faculty hold advanced degrees (Masters, MFA, and/or PhD). They are hired based on pools of funds (rather than established lines of funding) and often have little job security.

T/S FACULTY SNAPSHOT:

- Teach on 9 month appointments
- Contracts may or may not be renewed each year (or in some cases every 3 years)
- May or may not be guaranteed courses from semester to semester
- May or may not retain health insurance from semester to semester
- May or may not have office space
- May teach 4 (or more) courses/semester
- Serve on committees and run programs on campus often without compensation
- Many have terminal degree & years of professional work experience
- Are recognized for outstanding teaching, advising, & other student-centric work
- Write, publish, and do research on top of heavy teaching loads



STATE of FACULTY

T/S FACULTY (Temporary/Special or Adjunct or Contingent) TEACH:

44% of Total Undergraduate Credit Hours
49% of all Lower Division Courses
37% of all Upper Division Courses
T/S Faculty teach in every College at CSU

COMPARISON by the NUMBERS:

CSU currently employs:

1063 Tenure/Tenure Track Faculty
717 Special Faculty

CSU currently pays (yearly salary):

- **First-year Assist. Professor** average: \$75,000
- **T/S Faculty** average \$40-50,000

*(Note: many T/S Faculty in the College of Liberal Arts earn approx. \$38,000, even after 2014-2015 raises to salary base. These numbers are \$10,000—\$27,000 lower than the salaries national trade associations in higher ed recommend for faculty.)***

Useful salaries for reference—an FYI:

CSU Head Football Coach: \$1,350,000
CSU mid-top-level Administrators: \$80,000 - over \$500,000

Over the last 10 years, the number of T/S Faculty CSU employs has increased 115%

data from CSU Fact Book, Coloradoan, MLA, AAUP, and Higher Ed Jobs

Colorado State University