

TECHNICAL COLLEGE OF THE LOWCOUNTRY

PROCEDURE

PROCEDURE NUMBER: 6-1-601.7 REF. STATE BOARD POLICY: 8-2-105  
REF. STATE BOARD PROC.: 8-2-105.1

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PROCEDURE TITLE: COMPENSATION PLAN FOR ADJUNCT FACULTY

REVISION NUMBER: 1

OFFICE OF  
RESPONSIBILITY: PERSONNEL

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SEPTEMBER 18, 2012

PRESIDENT

DATE

PURSUANT TO SECTION 41-1-110 OF THE CODE OF LAWS OF SC, AS AMENDED, THE LANGUAGE USED IN THIS DOCUMENT DOES NOT CREATE AN EMPLOYMENT CONTRACT BETWEEN THE EMPLOYEE AND THE COLLEGE. THIS DOCUMENT DOES NOT CREATE ANY CONTRACTUAL RIGHTS OR ENTITLEMENTS. THE COLLEGE RESERVES THE RIGHT TO REVISE THE CONTENT OF THIS DOCUMENT, IN WHOLE OR IN PART. NO PROMISES OR ASSURANCES, WHETHER WRITTEN OR ORAL, WHICH ARE CONTRARY TO OR INCONSISTENT WITH THE TERMS OF THIS PARAGRAPH CREATE ANY CONTRACT OF EMPLOYMENT.

**PURPOSE**

This compensation plan is intended to provide for an equitable compensation distribution among departments. Compensation levels are based on hourly rates.

**PROCEDURE**

1. Compensation Categories

Type I: Transfer Programs, General Education<sup>1</sup>

Ph.D./J.D. in discipline	3 SCRH* (40 Hours)	\$1,600 (\$40.00/Hr)
M.A./M.S./M.B.A.	3 SCRH (40 Hours)	\$1,440 (\$36.00/Hr)

\*SCRH is equivalent to Semester Credit Hour.

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<sup>1</sup>Faculty teaching general education courses at the undergraduate level: a doctoral or a master's degree in the teaching discipline or a master's degree with a concentration in the teaching discipline (a minimum of 18 graduate semester hours in the teaching discipline). **Minimum Documentation:** Official transcripts and evaluation of graduate hours.

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### Type II: Professional/Occupational Degree Programs<sup>2</sup>

Ph.D./J.D. in discipline	3 SCRH* (40 Hours)	\$1,600	(\$40.00/Hr)
M.A./M.S./M.B.A.	3 SCRH (40 Hours)	\$1,440	(\$36.00/Hr)

### Type III: Professional/Occupational Degree Programs<sup>3, 4, 5</sup> (Courses Not Resulting In College Transfer and Developmental Education Courses)

M.A./M.B.A.	3 SCRH* (40 Hours)	\$1,440	(\$36.00/Hr)
B.A.	3 SCRH (40 Hours)	\$1,320	(\$33.00/Hr)
A.A. & License or Cert.	3 SCRH (40 Hours)	\$1,200	(\$30.00/Hr)
A.A.	3 SCRH (40 Hours)	\$1,000	(\$25.00/Hr)

## 2. Compensation Schedule

Adjunct faculty may elect to be paid in equal installments on a semi-monthly basis or in one payment at the end of the semester or term.

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<sup>2</sup>Faculty teaching associate degree courses designed for transfer to a baccalaureate degree: a doctoral or a master's degree in the teaching discipline or a master's degree with a concentration in the teaching discipline (a minimum of 18 graduate semester hours in the teaching discipline). **Minimum Documentation:** Official transcripts and evaluation of graduate hours.

<sup>3</sup>Faculty teaching associate degree courses not designed for transfer to the baccalaureate degree: a baccalaureate degree in the teaching discipline, or an associate degree and demonstrated competencies in the teaching discipline. **Minimum Documentation:** Official transcripts, evaluation of academic credentials, documented experience in discipline along with copies of current certifications or licenses.

<sup>4</sup>Faculty teaching diploma or certificate courses not designed for transfer: an associate degree, diploma or certificate at least at the level of the instruction to be provided, specialized training and documented work experience in the area, and demonstrated competencies in the teaching discipline. **Minimum Documentation:** Official transcripts, evaluation of academic preparation, documented experience in the discipline along with copies of current certifications or licenses.

<sup>5</sup>Faculty teaching developmental, remedial, basic computational and communications skills, or college preparatory courses: a baccalaureate degree in the teaching discipline, teaching experience, and demonstrated competencies in the teaching discipline. **Minimum Documentation:** Official transcripts, evaluation of academic credentials, documented experience in the discipline along with copies of current certifications or licenses.