

Board of Trustees Agenda Item

Date of Board	d Meeting:
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August 20, 2024

Cost and Budgetary Support: No new cost to AY25 budget

Subject:

Increase Associate Degree Nursing (AND) Part-Time Faculty Compensation

Recommendation:

Approve \$50 per hour Compensation for PT ADN Faculty, effective immediately

Background and Rationale:

This summer, six full-time Associate Degree Nursing (ADN) faculty resigned. Compensation for ADN faculty is a large issue and immediate attention is required. WCJC must increase its compensation to attract and retain part-time ADN instructors in order to continue classes in fall (new cohort and returning students).

Research of seven area community colleges shows various methods of compensation such as levels of degrees, type of instruction (lecture, clinical), differences per discipline, minimum to maximum ranges, additional market stipends, and so on. To provide a more congruent comparison, a range of hourly pay for clinical instruction was calculated. The hourly pay range was \$43.75 to \$60. WCJC compensation for ADN faculty is \$35 per hour.

The recommendation is to increase ADN part-time faculty hourly pay from \$35 to \$50. The \$50 rate places WCJC slightly above the median of \$48 per hour. The AY25 budget supports the increased salary due to numerous full-time faculty vacancies. As full-time faculty are hired, the need for part-time faculty will decrease.

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Strategic Priority Alignment:	x Student Success ☐ Resource Optimization	x Community Impact ☐ Institutional Excellence
Resource Person(s): Leigh Ann Col	lins, Vice President of Instruct	ion
Signatures:		
Originator		
Leigh Ann Collins Collins	igned by Leigh Ann 4.08.15 10:30:40 - 05'00'	
Cabinet-Level Supervisor	Date	
President's Approval:		
Bely mecroso	8	-15-24
President	Date	