

Estimated Cost of Full-time New Hire vs Cost of Adjunct Faculty

Over Ten-Year Period (Based on 2015-16 New Hire and Spring 15 Adjunct Average) - without step increase

Year	FULL-TIME FACULTY			ADJUNCT FACULTY			Full-time Pay Less Adjunct Pay
	Salary	Benefits	Total	Salary	Benefits	Total	
2015-16	\$ 77,576	\$ 21,701	\$ 99,277	\$ 54,752	\$ 13,047	\$ 67,799	\$ 31,478
2016-17	\$ 77,576	\$ 23,122	\$ 100,698	\$ 54,752	\$ 13,671	\$ 68,423	\$ 32,275
2017-18	\$ 77,576	\$ 24,594	\$ 102,170	\$ 54,752	\$ 14,317	\$ 69,069	\$ 33,101
2018-19	\$ 77,576	\$ 26,024	\$ 103,600	\$ 54,752	\$ 14,947	\$ 69,699	\$ 33,901
2019-20	\$ 77,576	\$ 27,456	\$ 105,032	\$ 54,752	\$ 15,576	\$ 70,328	\$ 34,704
2020-21	\$ 77,576	\$ 28,222	\$ 105,798	\$ 54,752	\$ 15,910	\$ 70,662	\$ 35,136
2021-22	\$ 77,576	\$ 28,222	\$ 105,798	\$ 54,752	\$ 15,910	\$ 70,662	\$ 35,136
2022-23	\$ 77,576	\$ 28,222	\$ 105,798	\$ 54,752	\$ 15,910	\$ 70,662	\$ 35,136
2023-24	\$ 77,576	\$ 28,222	\$ 105,798	\$ 54,752	\$ 15,910	\$ 70,662	\$ 35,136
2024-25	\$ 77,576	\$ 28,222	\$ 105,798	\$ 54,752	\$ 15,910	\$ 70,662	\$ 35,136
2025-26	\$ 77,576	\$ 28,222	\$ 105,798	\$ 54,752	\$ 15,910	\$ 70,662	\$ 35,136
2026-27	\$ 77,576	\$ 28,222	\$ 105,798	\$ 54,752	\$ 15,910	\$ 70,662	\$ 35,136
2027-28	\$ 77,576	\$ 28,222	\$ 105,798	\$ 54,752	\$ 15,910	\$ 70,662	\$ 35,136

Total Higher Cost Over a Ten-Year Period to Hire Full-time Faculty

\$ 446,547