

Equalization Fund Report 2022-2023 Data

Part Time Faculty at Pratt: The Numbers

Are Visitors Paid more than Adjuncts?

Do PT faculty across departments vary in compensation?

Are PT Faculty at Higher Ranks Compensated More?

Are some PT faculty closer to Parity than others?

Median Rates in Select Departments

Prepared by Equalization Working Group

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PART TIMERS: Who does the teaching at Pratt by load?

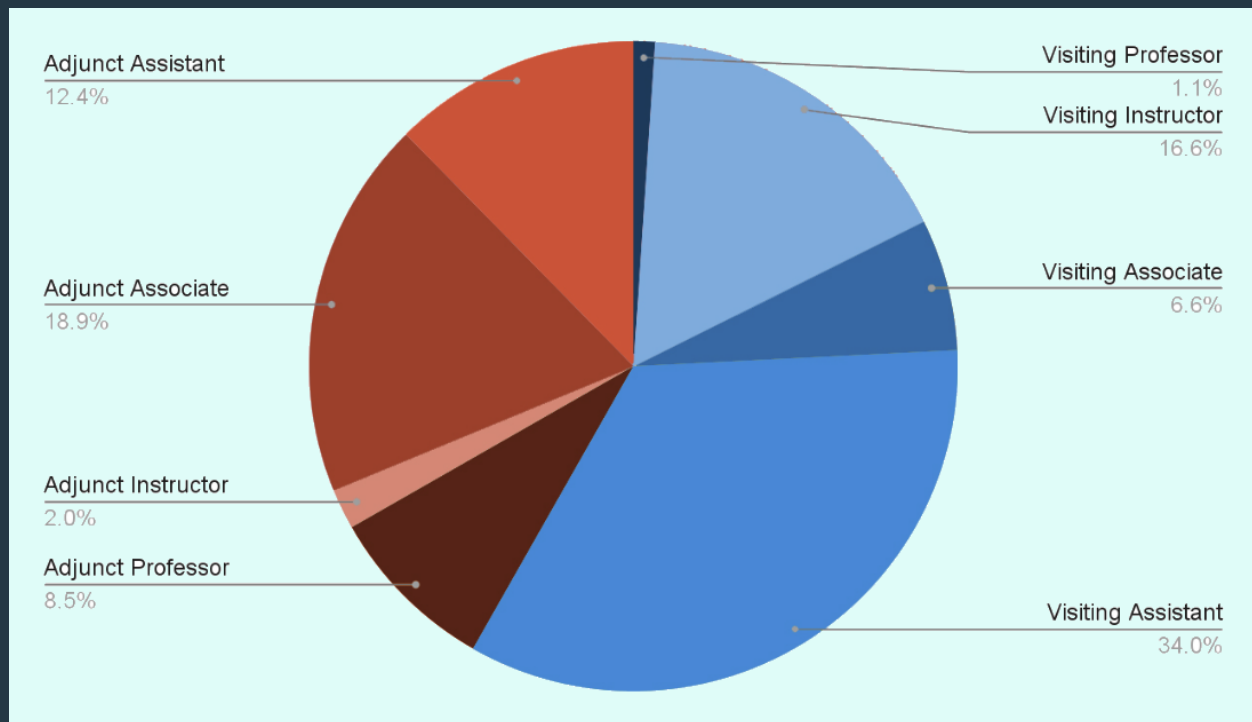


Figure 1: PT Rank by Contact Hours taught across Pratt

Among all the credit hours taught at Pratt taught by part time faculty, 58.3% are taught by visitors. In addition, senior level faculty, part timers with the ranks of associate and full professor only teach about 35% of the credit hours taught by part time faculty.

PART TIMERS: Does Compensation Improve with Time?

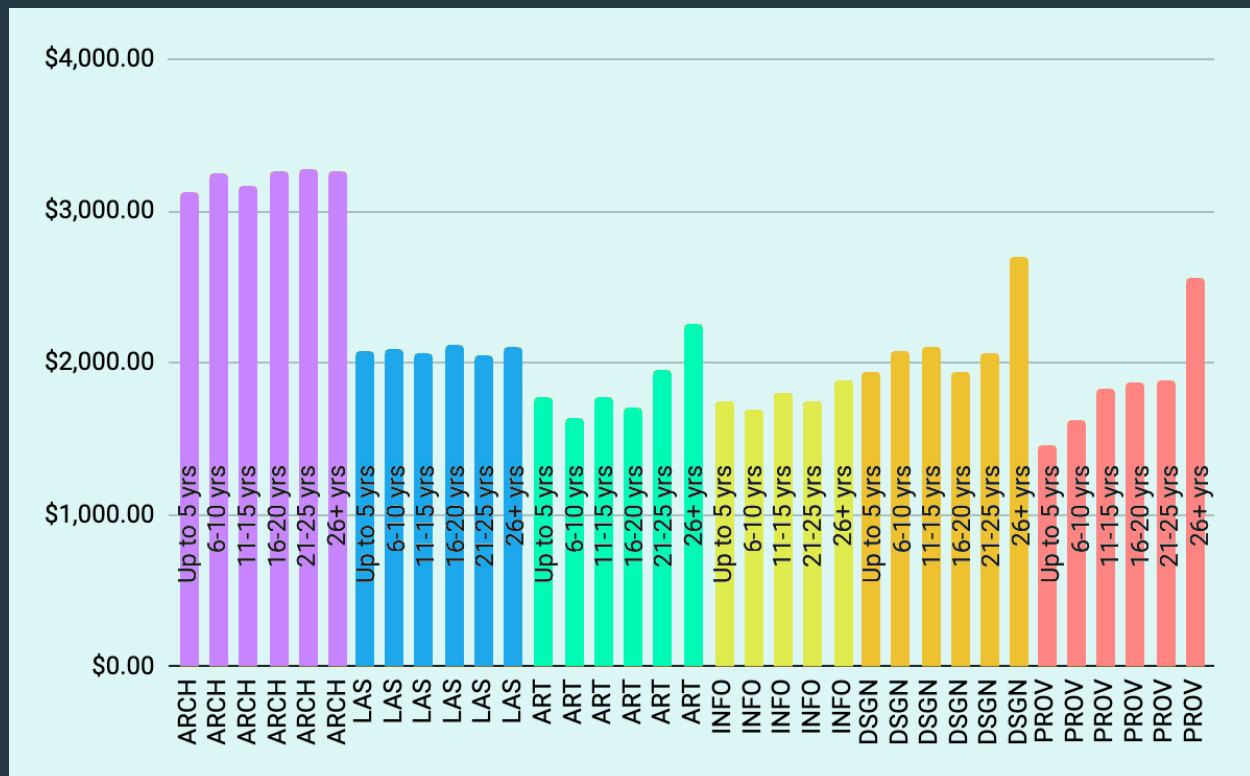


Figure 2: PT Rates by Years of Service across Pratt

It depends on the school. In the case of Foundations, there are increases associated with movement from under 5 years to 26+ years. There also is some movement in the School of Art and School of Information. In the School of Design, rates remain mostly flat until the 26+ category. In Architecture there is a small amount of movement and in SLAS there is no movement whatsoever.

PART TIMERS: Does Compensation improve with time?

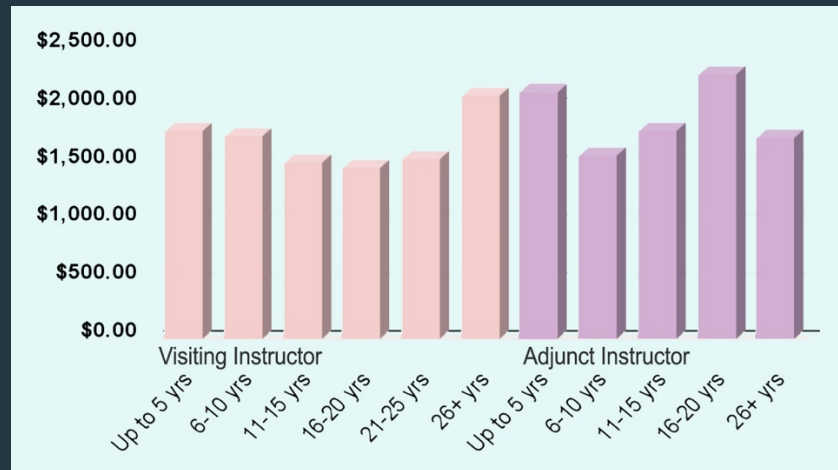


Figure 3: Visiting and Adjunct Instructor Rates by Years of Service across Pratt

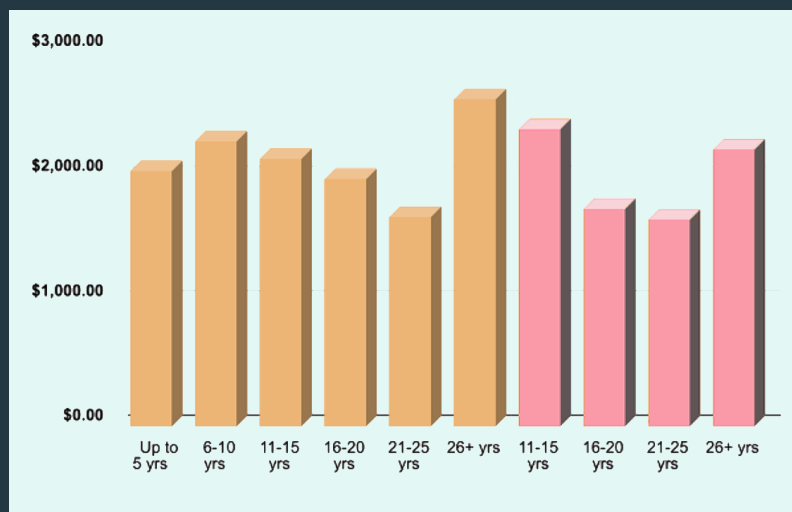


Figure 4: Visiting and Adjunct Assistant Professor Rates by Years of Service across Pratt

At both the Instructor and Assistant Professor rank neither adjuncts nor visitors see consistent progression over time. Visiting Assistant Professors command the highest rates (mostly in Architecture). Visiting Instructors employed at Pratt for 11-20 years command some of the lowest rates across the Institute.

PART TIMERS: Does Compensation improve with time?

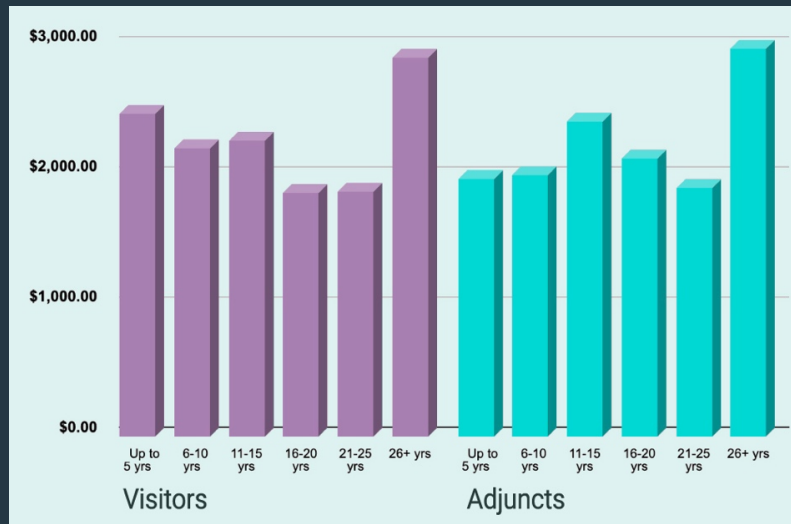


Figure 5: Visiting and Adjunct Associate Professor Rates by Years of Service across Pratt

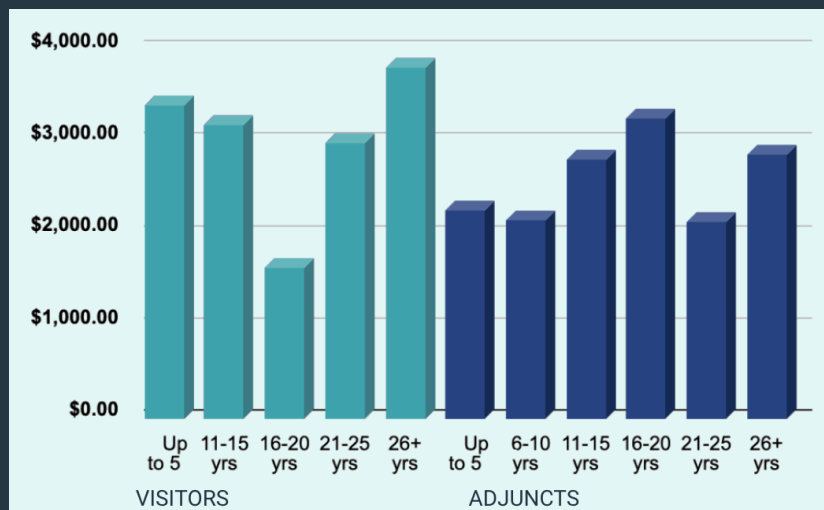


Figure 6: Visiting and Adjunct Professor Rates by Years of Service across Pratt

Here is where you see the largest sources of compression at Pratt. In every category, at 21-25 years of service, we see lower rates apart from Visiting Professors (Architecture once again). Yet there are some Visiting Professors here at Pratt for 16-20 years who are the worst paid of all.

ALL INSTITUTE: Are Visitors Paid more than Adjuncts? Are PT Faculty at Higher Ranks Compensated More?

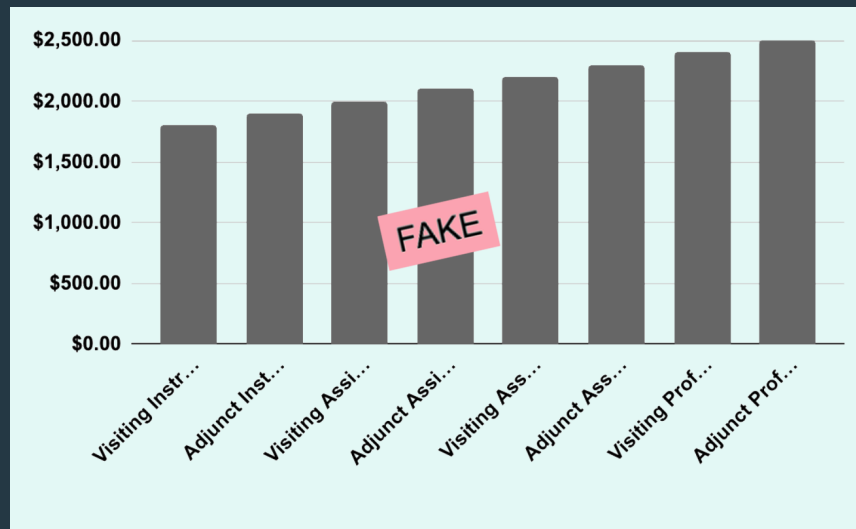


Figure 7: What the movement through ranks should look without compression.

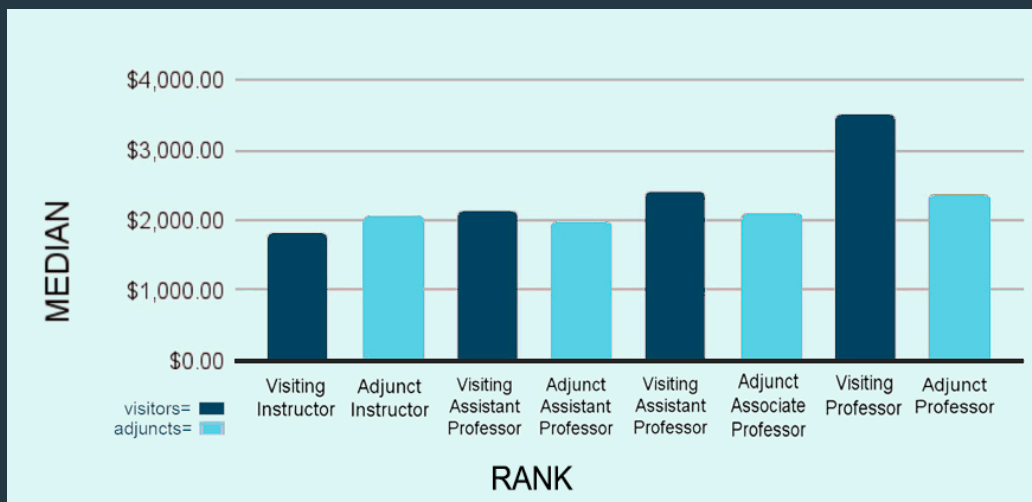


Figure 8: Actual movement through ranks at Pratt

Adjunct faculty show virtually no increases in rates as they get promoted, apart from a small increase for Professors. In contrast, visiting faculty do show increases. Moreover, apart from Instructors visitor medians are higher at every rank at Pratt, especially at Professor

Movement Through Ranks Across Schools

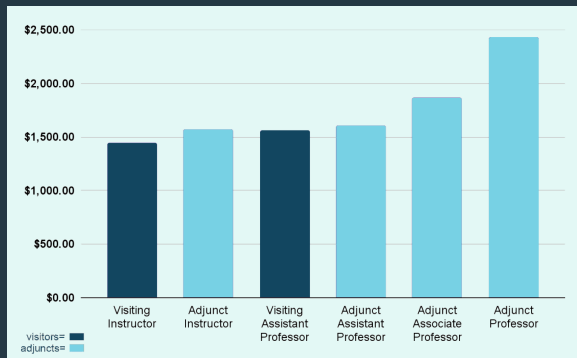


Figure 8: Foundations

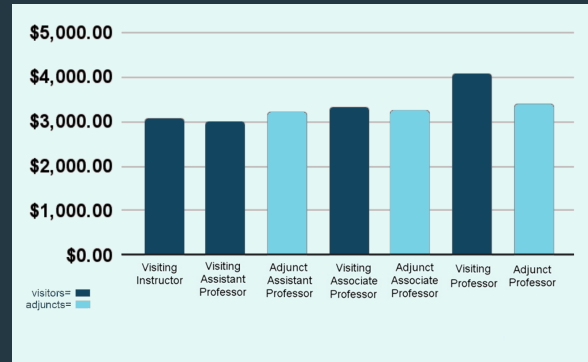


Figure 9: Architecture

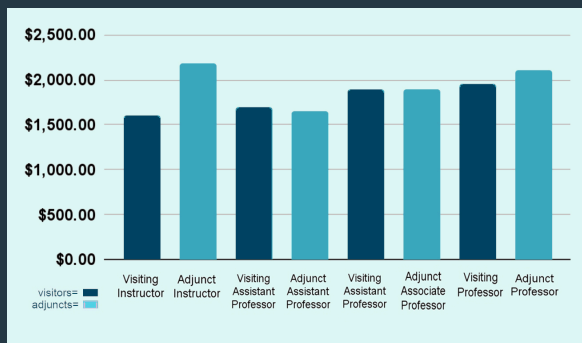


Figure 10: Art

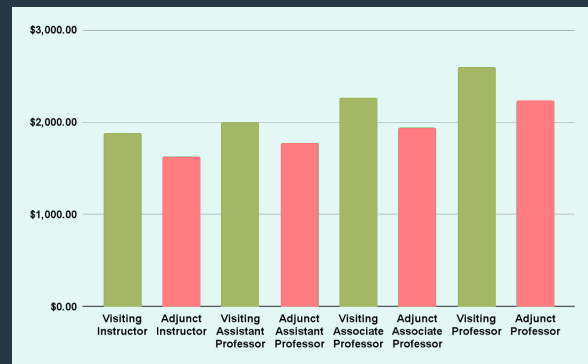


Figure 11: Design

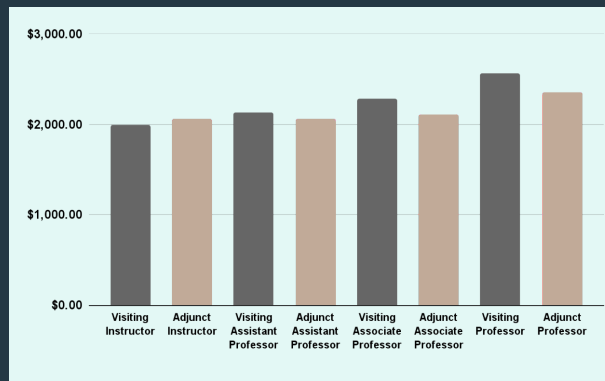


Figure 12: SLAS

While Foundations sees the least compression overall, SLAS sees the most. Once again, at higher ranks, adjuncts do worse than visitors in most schools.

Minimums and Maximum Rates Across Schools at Pratt

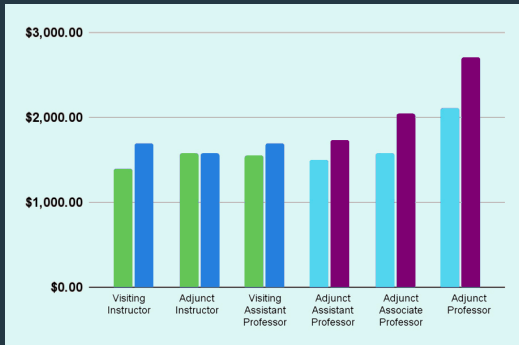


Figure 13 FDN MIN/MAX

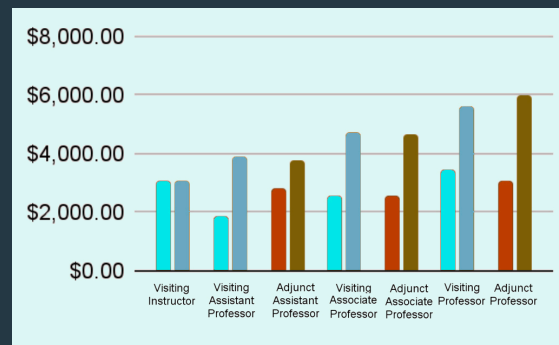


Figure 14 ARCH MIN/MAX

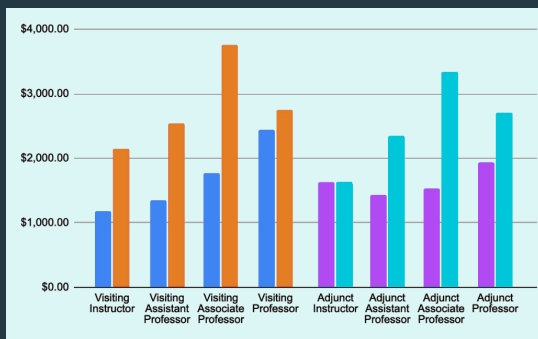


Figure 15 ART MIN/MAX

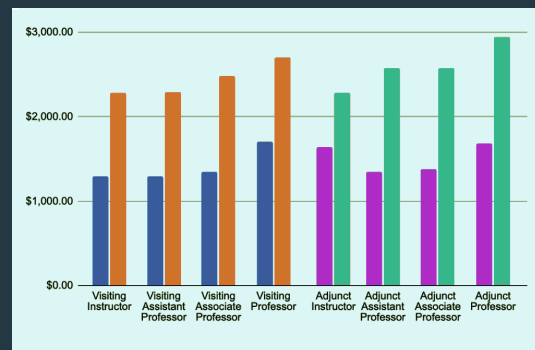


Figure 16 DSGN MIN MAX

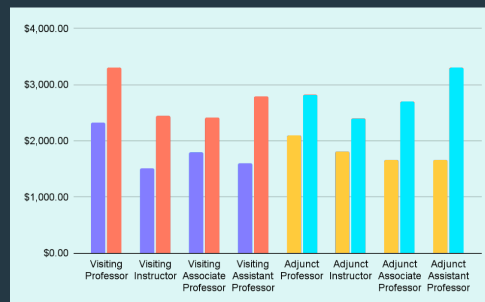


Figure 17 SLAS MIN/MAX

Foundations has some of the tightest ranges of rate by rank while Architecture has some of the widest. Some of the widest ranges can be found in the case of Assistant Professors at SLAS, and Associate Professors at the Schools of Art and Design.

PARITY: Comparing Part Time and Full Time Faculty



Figure 18: FT faculty median salary by Rank and School

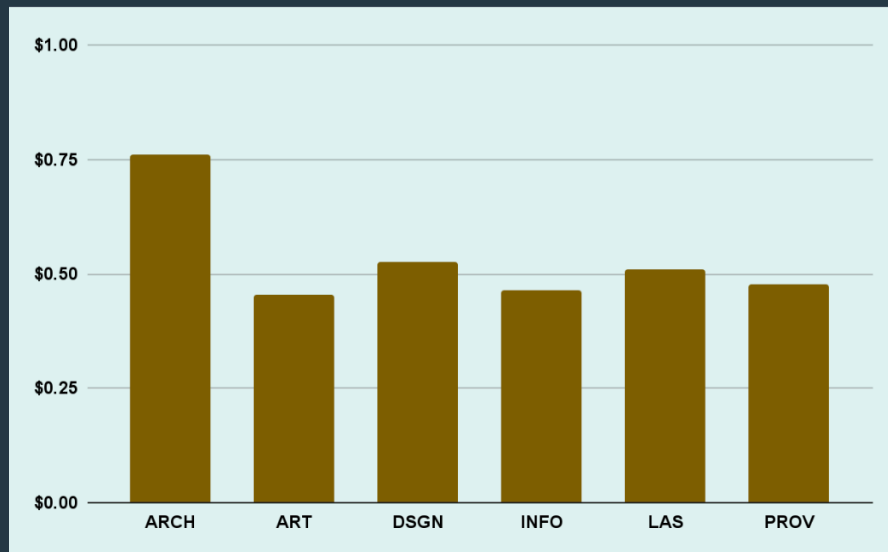


Figure 19: Parity Across Pratt for PT faculty by School

By taking a part time faculty's rate and multiplying by 24 contact hours we can create an estimated full-time salary for the position. Dividing that salary by the Full-Timer median in the school at that rank gives us a rough sense of the relationship between Full-Time and Part-Time compensation at Pratt.

Parity by School and Rank

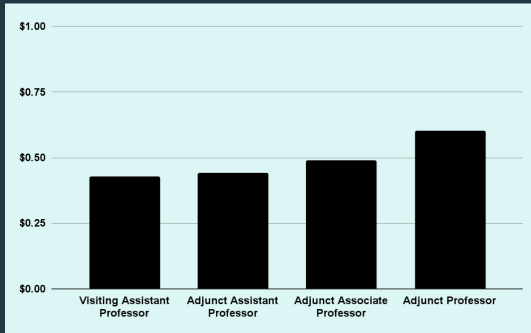


Figure 20: Foundations

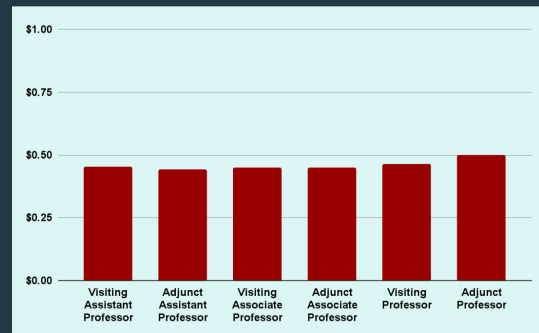


Figure 21: Art

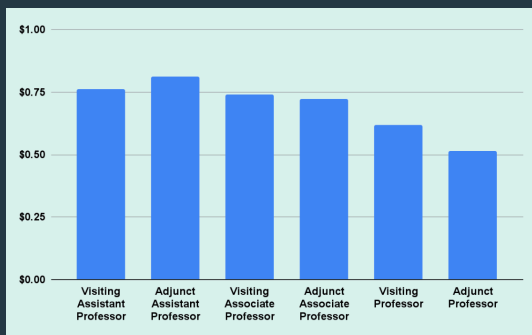


Figure 22: Architecture

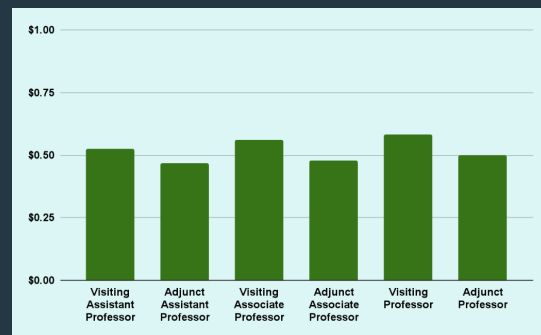


Figure 23: Design

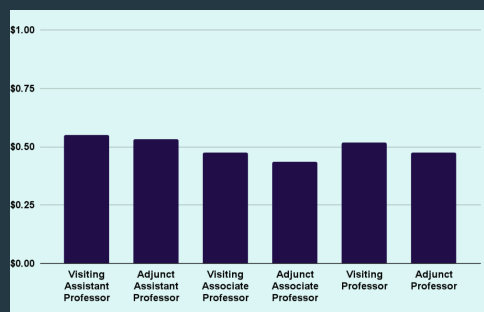


Figure 24: SLAS

Adjunct Assistant Professors in Architecture come the closest to parity at Pratt while adjunct Assistant Professors in the School of Art are the furthest.

Median Rates Across Departments

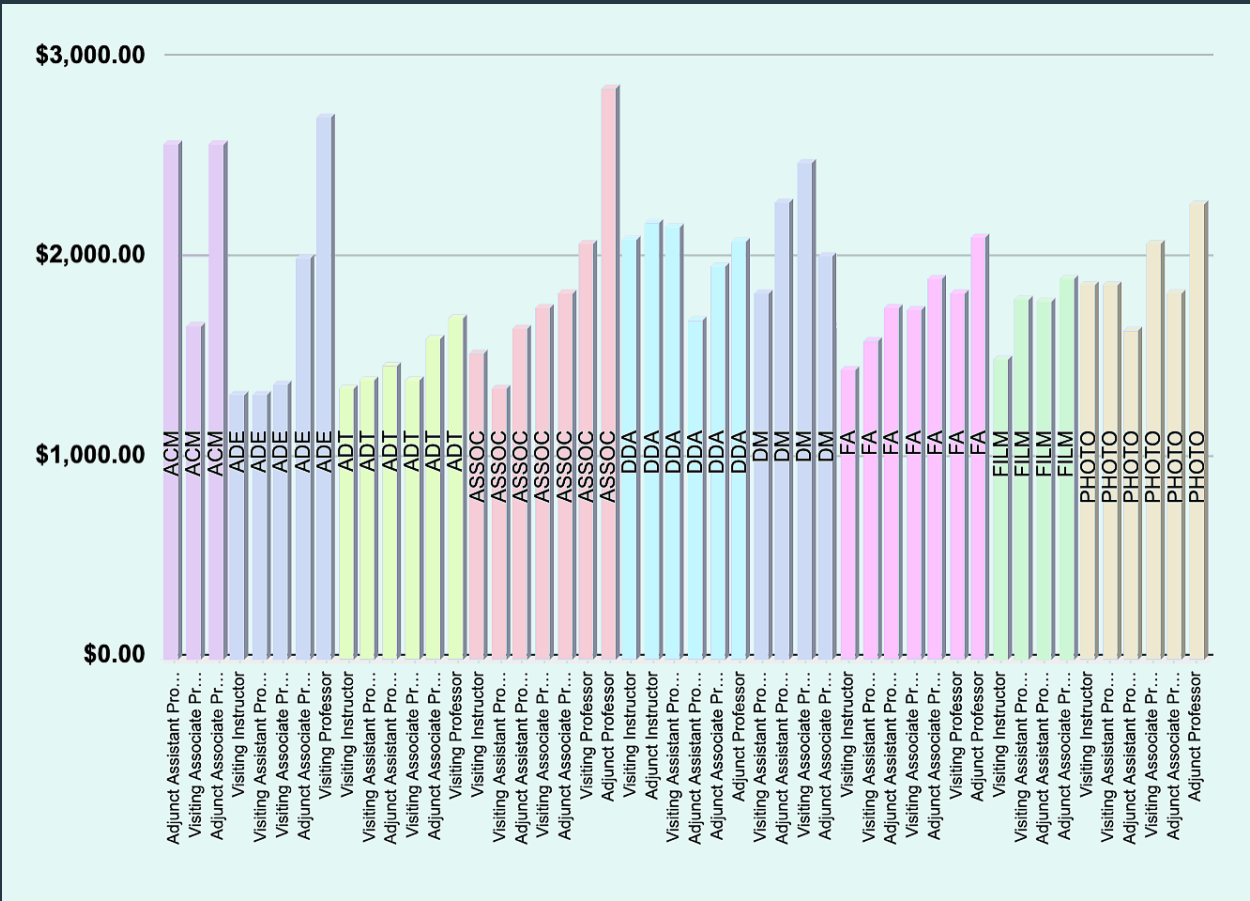


Figure 25: Art

Median Rates Across Departments

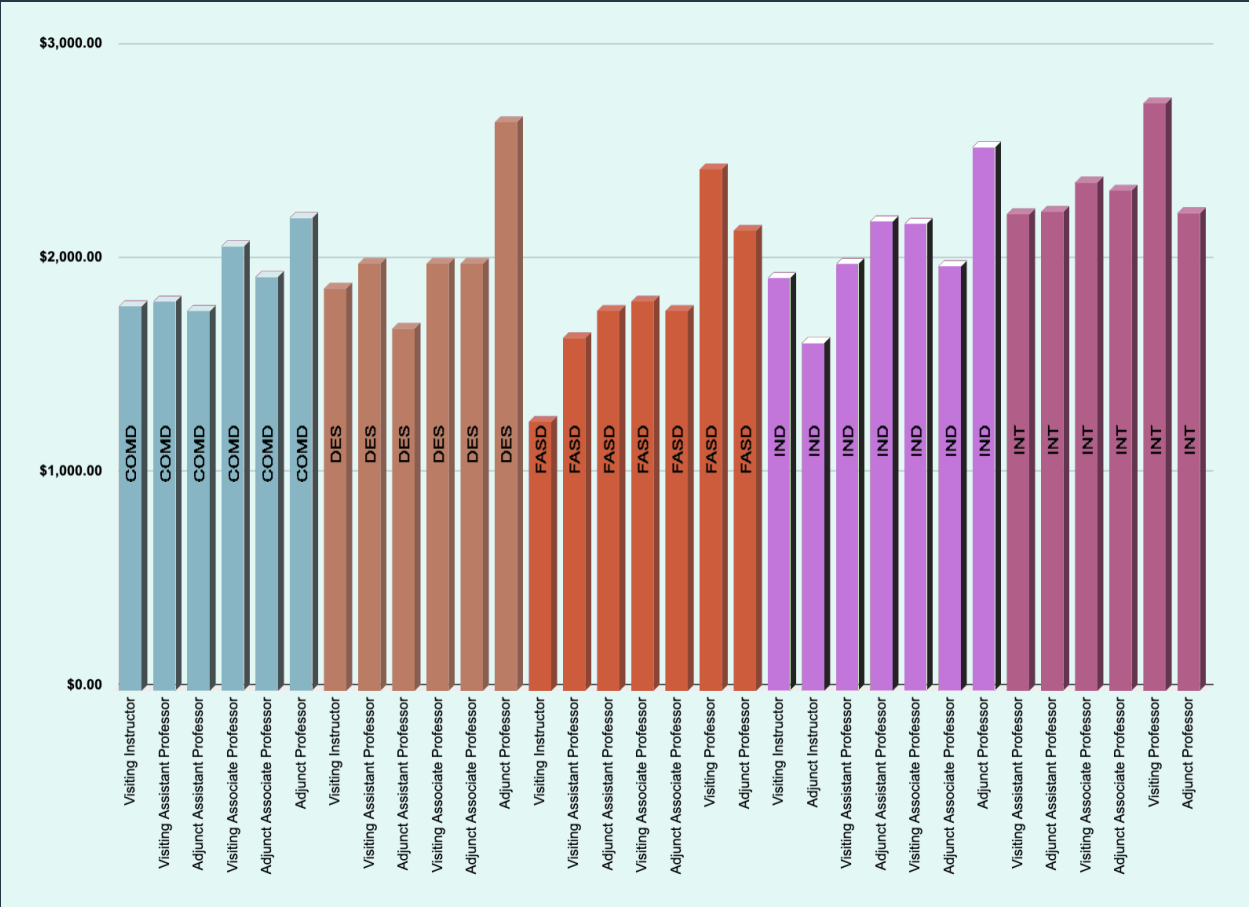


Figure 26: Design

Median Rates Across Departments

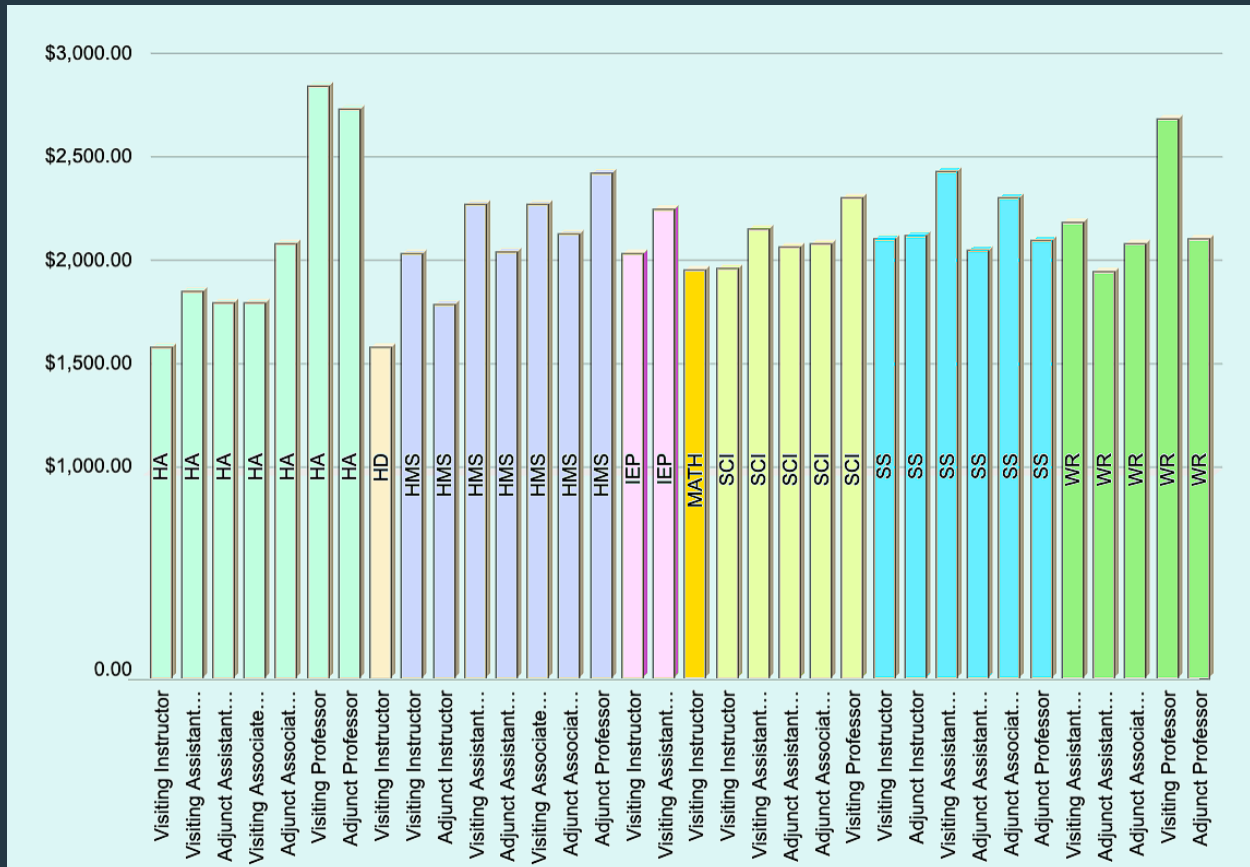


Figure 27: SLAS

All Schools seems to have their laggard departments where pay is far lower for part time faculty. In the School of Art, it is Art and Design Education as well as Fine Arts. In the School of Design, it is Fashion. In SLAS, it is the History of Art.

Summary

For part-time faculty there are multiple injuries with respect to compensation across time, school, department, and rank. The only logic to part time compensation at Pratt is that there is no logic. The more recently you were hired at Pratt, the higher your compensation is likely to be at your rank. The more senior your rank at Pratt, the less likely you are to have kept up with the market. The compensation system for part-time faculty is set up to draw in higher paid visitors with no job security at the expense of lower paid adjuncts who despite being more senior and experienced with service expectations on top of their teaching, are paid at proportionately lower rates. While the one-million-dollar equalization fund is welcome, it cannot provide a solution to the systemic issues that have evolved over two decades.