### The 2012-13 PLU Operating Budget

**Total Revenue:** 119.7M  (90.0% from student tuition and fees)

**Financial Aid:** 42.9M

**Net Revenue:** 76.8M

- **Faculty/Staff Salaries:** 36.7M
- **Faculty/Staff Benefits:** 11.6M
- **Services/Purchases:** 11.1M
- **Eqpt/Maintenance:** 6.1M
- **Debt Service:** 4.0M
- **Study Away Expenses:** 3.4M
- **Student Salaries:** 2.8M
- **Library:** 1.1M

**Balance:** 0

---

**Why Does PLU Employ Contingent Faculty?**

- Cover sabbatical leaves
- Provide selected portions of the curriculum (e.g. teach music lessons, supervise clinical rotations at hospitals)
- Cover administrative release time that is granted to deans, chairs and program directors.
- Meet short-term increases in enrollment demands so that we can better serve the needs of our students by helping you get the courses you need.

Some of our contingent faculty prefer to work in non-tenure-track positions. For example, some have full-time jobs and teach course-by-course or hourly on the side; some teach as part of their roles as full-time professionals in fields like nursing or family therapy. The university has lower expectations for scholarly work and university service for contingent faculty than we do for tenure-line faculty, and some of our contingent faculty prefer to teach exclusively without the requirement to be productive scholars or active in committees and other service work of the university.

**Who Teaches Most of the Courses at PLU?**

Unlike many universities where most of the teaching is done by contingent faculty (often working part-time), at PLU the vast majority of student credit hours are taught by tenure-line and full-time faculty. In a typical year, about 67% of student credit hours are taught by tenure-line faculty, and about 84% of student credit hours are taught by full-time faculty (both tenure-line and contingent). Less than 1% of student credit hours are taught by faculty who are paid on an hourly basis, and all of this is in private music lessons.

**How Many Faculty Are There at PLU?**

- About 185 “full-time equivalent” tenure-line faculty [1FTE = 6 courses; 24 cr.]
- About 60 full-time equivalent contingent faculty
What Are the Salaries and Benefits for PLU Contingent Faculty?

Salaries for our contingent faculty vary across all ranks and disciplines, and depend on the highest degree achieved by the instructor, the person’s experience, and their work schedule. Salaries can be as low as $11,016 (for someone paid on an hourly basis at $51/hour for 216 hours of private music instruction), to over $100,000 per year for a full-time contingent faculty member in some fields where market conditions require we pay higher salaries to attract top-notch faculty.

All full-time faculty at PLU (both tenure-line and contingent) have the same benefits. Part-time faculty who work more than half time also receive benefits pro-rated according to the percentage of time worked. As with most other forms of employment in the US economy, part-time employees who work less than half time do not receive benefits; this is consistent with the practice of universities across the state and region. By comparison, many private companies only extend benefits to part time employees who work above 0.75 time. Only a few universities like PLU also extend the benefits of tuition remission to all full-time faculty (both tenure-line and contingent), as well as access to professional development funds. These latter benefits are rarely extended to contingent faculty at other universities in the U.S.

Where Does PLU Stand on the Formation of a Union, and Why?
The university opposes the formation of a contingent faculty union, and you can read why we take this position on the web at www.plu.edu/unionfaq. In particular we draw your attention to the following:

- PLU’s Position on the Contingent Faculty Union - August 21, 2013
- Union Dues and Collective Bargaining - August 26, 2013
- Making Progress Without a Union - August 30, 2013
- Description of the Contingent Faculty Eligible Voter List – August 14, 2013

Three main reasons stand out:

- Union dues and fees would be very real costs to our contingent faculty, and the process of collective bargaining would impose additional costs on the university.
- An adversarial relationship with a union that does not understand our mission would replace much of our culture of collaboration among faculty – a culture that is rare in higher education today and is one of the reasons PLU is such a special place and can provide such a high-quality education.
- We were working to address the concerns of our contingent faculty when the union movement started last spring. By law, that work is now on hold until the election is decided.

We want every eligible contingent faculty voter to be fully informed and do their own research before voting.