Distance and Summer Course Compensation Policy

This policy provides a compensation structure to encourage faculty to be entrepreneurial in their course offering in order to maximize the audience membership. In doing so this policy addresses the compensation involved in three distinct categories:

1) Voluntary Overload Distance Courses and Summer Courses

Description: This category includes all distance courses taught on a voluntary basis by faculty during the fall or spring semesters or any coursework taught during the summer sessions unless required for program rotation (see number 2).

Compensation: If the enrollment in one of these courses is from 1 to 15 students then the faculty member will be paid $75 per student per credit. If the enrollment is between 16 and 20 students then the faculty member will simply be paid $75 per student per credit for the first 15 students. If the enrollment exceeds 20 students then a new section of the course will be created and additional compensation will begin again at the same rate as the first section. If creating an additional section of the course is prohibitive then the faculty member will be compensated at the initial rate ($75 per student per credit) for the next 15 students. The level of compensation will be determined after the last day for a student to add a course.

2) Program Required (or High Priority) Overload Distance Courses

Description: This category includes all distance courses taught on a required basis by faculty or any high priority distance courses taught. Commitments made by the University to offer coursework through distance methods in a timely manner may cause a faculty teaching load to exceed 12 credits or may require the course to be taught in the summer session. High priority distance courses are distance courses that may have low enrollments to begin with but given proper market conditions are expected to grow very quickly. In order for a distance course to be placed in this category instead of the previous category, Chair and Vice President for Academic Affairs approval is necessary.

Compensation: If the enrollment in one of these courses is from 1 to 15 students then the faculty member will be paid the standard overload rate (typically $750) per credit. If the enrollment is between 16 and 20 students then the faculty member will be paid $1125 per credit. Like the previous category, if the enrollment exceeds 20 students then a new section of the course will be created and additional compensation will follow the Voluntary Overload guidelines stated above. If creating a section of the course is prohibitive then the faculty member will be compensation at the Voluntary Overload rate of $75 per student per credit for the next 15 students. The level of compensation will be determined after the last day for a student to add a course.

3) Hybrid (Mixed) In-load Distance Courses

Description: This category includes all courses taught that included a mixed audience of on-campus students and distance students within the same section. The compensation involved in this category is to encourage faculty to be creative in the use of technology to overcome low enrollment course issues. A hybrid course will only be taught if a faculty member and the appropriate Chair believe that an on-campus course can be taught in a fair and reasonable manner to a mixed audience consisting of both on-campus students and distance students. Since the various technologies used have different limitations, the maximum enrollment in these hybrid courses will need to be pre-determined by the faculty member and their Chair.

Compensation: The faculty member will be paid $150 per credit.

Adopted: Spring, 2009

Sponsor: Vice President for Academic Affairs