

UNIVERSITY of
NORTHERN COLORADO



Office of the Provost

May 19, 2009

To: Faculty Senate Salary Equity and Welfare Committees
From: Abe Harraf
Subject: Proposed Full-time Faculty Summer & Interim sessions' Compensation

Over the course of last year, I have been approached by many faculty who are questioning our practice of summer & interim compensation. In particular, the following issues have been brought to my attention.

1. Disparity between the compensation for Extended Studies and on-campus courses;
2. Disparity between the compensation for Interim and Summer sessions;
3. Disparity between the summer on-campus maximum credit hour instruction (currently at 7 credit hours) and the absence of such limitation on the summer Extended Studies instruction;
4. Lack of consistent process to teach the less than minimum enrollment size courses at a reduced rate; and
5. Lack of consistency of our compensation practices for the less than minimum enrollment size courses across the campus.

There are merits to these inquiries that require a thorough analysis to arrive at a fair and equitable compensation practice that insures the interests of faculty, students, and the institution.

Effective with September 1st, 2009, I propose the following changes to the Summer and Interim compensation model applied to both on and off campus instruction to effectively address the above concerns and to allow for compensation for all delivery modes to be in sync with one another.

1. The compensation for both Extended Studies and on-campus summer courses will be at 1/36th of the academic year salary per credit hour of instruction for all full-time faculty. Full time faculty is defined as an authorized faculty line with full time responsibilities.
2. The maximum credit hours of instruction for summer including all modes of delivery for both on campus and off campus course will be at 12 credit hours with 6 credit hours and 9 credit hours maximum each for short and long summer sessions respectively.
3. The maximum credit hours of instruction for Interim session will be at 6 credit hours
4. To allow flexibility for faculty and programs, the following compensation table will be utilized. Obviously, the decision to teach a course at a regular and/or reduced compensation level resides with the faculty. However, faculty are expected to notify their immediate supervisor prior to May 1st (first 6-week and 12-week sessions), June 1st (second 6-week session) and December 1st (winter Interim session) annually if they do not wish to teach their assigned summer and interim session courses respectively at a reduced rate.
5. To insure an equitable treatment of those faculty whose 1/36th per credit compensation falls short of \$1500.00 per credit, a minimum floor of \$1500.00 at the class size of 15+ for undergraduate and 10+ for graduate for summer and interim session courses will be instituted. Authorization to offer multiple sections will reside with the responsible Dean given that maximum number of enrollment that is pedagogically feasible is reached.
6. There might be some instances that, with approval of the Dean, a full payment to a faculty member without reaching the desired breakeven enrollment are warranted. Such exemptions can be made if the average enrollment of the program in the interim and combined summer sessions is reached at 20 and 15 for undergraduate and graduate courses respectively.
7. In rare cases where undergraduate and graduate students are combined in one course, the compensation and corresponding adjusted pay table will revert to the appropriate prorated rate that corresponds to the majority cohort.
8. In cases of limitations imposed by laboratory stations, accreditation requirements, clinical instruction, student teaching, and any other externally authorized constraints, the maximum number of enrollment will be limited to

