
APPENDIX C – FACULTY COMPENSATION ELSEWHERE¹

Although institutions of higher education utilize a variety of different mechanisms to compensate faculty for the increased work loads and to subsidize course development costs, there is not enough experience with distance education course development policy to indicate which policies are the most effective. Below are a sampling of the policies employed by schools around the country.

Oklahoma State University – At the College of Engineering, if a professor teaches to additional students over a network, the distance education students are considered another class and the professor is paid according to “overload”² rates. The overload rate, \$50 per semester credit hour per overload student, is then added to the professor’s salary. In addition, another \$50 per credit hour per overload student is awarded to that professor’s department. The dean of the department can distribute the windfall as he or she sees fit.

Southern Utah University – Teaching a distance education class is not considered to be an “overload” situation. However, to teach a distance education class, professors are required to produce an “extended syllabus” and have copyright issues resolved 45 days prior to the beginning of the class. For that effort the instructor receives \$200 per credit hour. Furthermore, faculty are awarded an additional \$100 per credit hour for “basic mediation” which they must complete prior to the broadcast of the course. Basic mediation includes three hours of training in the distance education classroom and a requirement to provide at least two examples of computer aided instruction. “Enhanced Mediation” is optional for faculty and adds another \$750 per credit hour to the pay structure. “Enhanced Mediation” requires faculty to put the extended syllabus on-line, establish an electronic discussion list, mediate at least 50% of the lectures and other activities to be determined by the faculty member.

The University of Maine, Presque Isle – Although Presque Isle does not treat distance education classes as overload or as an additional class, they do pay a percentage of the overload rate to distance education professors depending upon the enrollment in the class. The higher the enrollment in the course, the greater the faculty compensation. When Presque Isle could secure outside funding, teachers were given course development stipends and compensation. Utilization of specific media is not a determining factor in pay rates.

Chico State University, California – Teachers are paid a \$100 bonus for every enrolled student in the class once the class is over 25 students.

Governor’s State University, Illinois – Governor’s State requires faculty to complete 30 units per year. Faculty developing distance education courses are given one time awards of 1.5 units to develop familiarity with the technology and 1.5 units to develop the course in distance education

¹ Posting by Bill O’Neill at Southern Utah University on the American Association of Higher Education Distribution List, November 2, 1995

² “Overload” is when a professor teaches a class that is greater than the class size specified by the union or by institutional guidelines; or is it when a professor teaches more classes in a semester than he or she is required to teach.

mode and 1.5 units for the first time teaching a course. After that, “a course is a course is a course.” Governor’s State also has an explicit royalty policy. Approximately 90% of the after marketing revenue generated by the distribution of the taped course is paid to the instructor.

Northeastern Illinois University – NIU offers a course release for the first semester that a distance education class is taught and gives the professor a one unit credit thereafter. When the course is taught three more times, then the credit units amass to a full class and the professor is eligible for another course load reduction. Because Northeastern has a unionized faculty, overload pay is guaranteed to professors once a class size exceeds 29. The professor receives this pay in addition to the bonuses mentioned above.

Eastern New Mexico University – Eastern New Mexico pays a flat rate of \$365 extra to the professor to teach a distance education class.