

DISTANCE EDUCATION COMPENSATION
College of Business – FY 06-07

The policy of the College of Business is to compensate faculty for travel time and for time spent in preparing and delivering a course at a location outside of Las Cruces. This compensation is in addition to the standard mileage and per diem reimbursements made for official travel.

If the course is taught out of load, the faculty member will be compensated in the amount of one-eighth of his/her nine-month salary.

If the course is taught in-load, the faculty member will receive remote site differential compensation according to the following formula.

Remote Site Differential Compensation = (nine-month salary) x (0.005) x (remote site factor)
 where: remote site factor = standard round-trip mileage¹ x number of trips² x .001

Example 1: The roundtrip mileage to Los Alamos (LANL) is 644. If the faculty member makes 4 trips during the academic term, the remote site factor is 2.576. The Remote Site Differential Compensation would be \$901.60 for a faculty member with a salary of \$70,000.

Remote Site Factors	Los Alamos	One Trip	.644
		Two Trips	1.288
		Three Trips	1.932
		Four Trips	2.576

Example 2: The roundtrip mileage to Roswell (NMMI) is 368. If the faculty member makes 6 trips during the academic term, the remote site factor is 2.208. The Remote Site Differential Compensation would be \$772.80 for a faculty member with a salary of \$70,000.

Remote Site Factors	Roswell	One Trip	.368
		Two Trips	.736
		Three Trips	1.104
		Four Trips	1.472
		Five Trips	1.840
		Six Trips	2.208

Remote Site Factors	White Sands Missile Range	One Trip	.052
		Two Trips	.104
		Three Trips	.156
		Four Trips	.208
		Five Trips	.260
		Six Trips	.312
		Seven Trips	.364
		Eight Trips	.416
		Nine Trips	.468
		Ten Trips	.520

This policy applies each time the course is taught . It will be reviewed after one year.

¹ As indicated in the NMSU Business Policy Manual

² The required number of trips will be determined in consultation with the faculty member, the department head and the dean and will be based on such factors as the needs of the students in the course and the nature of the course material.