

**Distance Education Compensation Policy for the College of Health and Social Services for
the 2006-2007 Academic Year.**

The CHSS for 2005-06 will continue to provide compensation to faculty and professional staff teaching above-load for supplemental compensation according to the following plan (pending final approval by the Vice President for Distance Education and the Provost):

First, as long as there is sufficient funding for distance education to support the following, the CHSS will continue to use the 1/8 of the 9 month salary (pro-rated to a 9-month base for 12-month faculty and administrative staff) payment per three-credit course taught in any distance education format as long as it is for overload (or supplemental compensation).

Second, if the CHSS Dean's Office and Department Heads/Director identify a shortfall in the distance education allocation, any of the following options are available to remedy the situation:

- The compensation rate may change to a 10% of the 9-month salary (using a 9-month salary base adjustment for faculty and administrative staff on a 12-month salary base), with every effort being made to sustain the salaries of part-time faculty at their current level.
- The number of distance education courses will have to be reduced (yet retaining the "G" VWW courses as long as the VP for Distance Education continues to provide special funding per course to offset expenses). Any other courses, or collection of courses such as a Gerontology minor, will be held-harmless from being considered for such reductions so long as the VP for Distance Education continues to support such special courses.
- Reductions in the distance education dollars used to support all or partial salary for staff supportive of distance education may be made.

Once a budgetary shortfall is noted or projected, the CHSS Dean and/or Associate Dean will meet with the CHSS Department Heads and School Director to explain the nature and extent of such a real or projected shortfall. The group will then discuss which one, or combination of the above, remedies will be applied. The group may also wish to invite participation from the CHSS Faculty Affairs Committee, or its chair, for such decision making.

Approved and recommended for adoption by the CHSS Deans and Department Heads/Director on August 12, 2005.