

July 5, 2018

MEMORANDUM

TO: Academic Deans

FROM: Senior Vice President, Academic & Student Affairs

SUBJECT: Part-time Instructor/Overload Compensation Update

The compensation rate for part-time/overloads is 65% of the total revenue collected per course, up to a cap, which differs depending on degree obtained by the instructor. As per the 2017 interim overload and adjunct pay change memo, the maximum compensation is now:

- \$1,333.33 per credit for faculty with a terminal degree,
- \$1,083.33 per credit for Instructors with a master's degree, and
- \$833.33 per credit for Assistant Instructors with a bachelor's degree.

Below are the updated compensation conversion charts effective Fañomnåkan 2018. Note that the target numbers for full payment of faculty with a terminal degree is still 10 undergraduate resident students in a three-credit hour course, paying full tuition, 8 students for Instructors, and 7 students for assistant instructors.

3-Credit Courses with Undergraduates paying Resident Tuition at \$210 per credit					
Credit Hours	# Students (Resident UG)	Total Revenue	Asst. Instructor Payment	Instructor Master	Terminal / Doctor Degree
3	1	\$630	\$409.50	\$409.50	\$409.50
3	2	\$1,260	\$819	\$819	\$819
3	3	\$1,890	\$1,228.50	\$1,228.50	\$1,228.50
3	4	\$2,520	\$1,638	\$1,638	\$1,638
3	5	\$3,150	\$2,047.50	\$2,047.50	\$2,047.50
3	6	\$3,780	\$2,457	\$2,457	\$2,457
3	7	\$4,410	\$2,500	\$2,866.50	\$2,866.50
3	8	\$5,040	\$2,500	\$3,250	\$3,276
3	9	\$5,670	\$2,500	\$3,250	\$3,685.50
3	10	\$6,300	\$2,500	\$3,250	\$4,000

MAX

4-Credit Courses with Undergraduates paying Resident Tuition at \$210 per credit					
Credit Hours	# Students (Resident UG)	Total Revenue	Asst. Instructor	Instructor Master	Terminal / Doctor Degree
4	1	\$840.00	\$546.00	\$546.00	\$546.00
4	2	\$1,680.00	\$1,092.00	\$1,092.00	\$1,092.00
4	3	\$2,520.00	\$1,638.00	\$1,638.00	\$1,638.00
4	4	\$3,360.00	\$2,184.00	\$2,184.00	\$2,184.00
4	5	\$4,200.00	\$2,730.00	\$2,730.00	\$2,730.00
4	6	\$5,040.00	\$3,276.00	\$3,276.00	\$3,276.00
4	7	\$5,880.00	\$3,333.33	\$3,822.00	\$3,822.00
4	8	\$6,720.00	\$3,333.33	\$4,333.33	\$4,368.00
4	9	\$7,560.00	\$3,333.33	\$4,333.33	\$4,914.00
4	10	\$8,400.00	\$3,333.33	\$4,333.33	\$5,333.33

MAX

3-Credit Courses with Graduate students paying Resident Tuition at \$285 per credit					
Credit Hours	# Students (Resident UG)	Total Revenue	Asst. Instructor	Instructor Master	Terminal / Doctor Degree
3	1	\$855.00	n/a	\$555.75	\$555.75
3	2	\$1,710.00	n/a	\$1,111.50	\$1,111.50
3	3	\$2,565.00	n/a	\$1,667.25	\$1,667.25
3	4	\$3,420.00	n/a	\$2,223.00	\$2,223.00
3	5	\$4,275.00	n/a	\$2,778.75	\$2,778.75
3	6	\$5,130.00	n/a	\$3,250.00	\$3,334.50
3	7	\$5,985.00	n/a	\$3,250.00	\$3,890.25
3	8	\$6,840.00	n/a	\$3,250.00	\$4,000.00

MAX

Please use the **Credits x Tuition (\$ per credit) x Number of Students x 65%** formula for calculating compensation for scenarios not captured above.

The goal is to have robust classes (within pedagogical and room size limits) that maximize revenue, not to make each class small. Maximum cap sizes for classes remain the same for intersession and summer courses as for regular semester courses. However, faculty who elect to teach courses with enrollment below the enrollment thresholds may do so, if they understand the implications to their pay.

Copy: Faculty Union Chair; HRO