

## **COMPENSATION FOR MULTIPLE-SITE COURSES - TAUGHT THROUGH INTERACTIVE VIDEO**

This compensation package represents the payment program for state-supported multiple-site courses taught simultaneously through interactive video. Faculty may select, contingent on the approval of the department chair and dean, from the following two means of compensation for courses taught simultaneously to students at multiple sites through interactive video.

### **Option 1 - Additional Load Credit**

Contingent on the approval of the department chair and dean, the full-time faculty member may be granted additional teaching contact hour credit in lieu of additional pay. The justification for additional load credit derives from two sources:

First, additional time is required to prepare and maintain suitable materials, such as a website, for use in the distance education environment.

Second, more time is needed to serve a higher than customary number of students caused by the outreach effort.

The total contact hours for the multi-site teaching assignment are determined by the following formula: Contact hours for the home site course x 1.5 = Total contact hours for all sites. To illustrate in the case where 1 contact hour = 1 credit hour, a faculty member could request 7.5 contact hours towards the annual teaching load for leading a 5-credit multi-site course.

### **Option 2 - Additional Pay**

If the multiple-site course is taught by a full-time faculty member, the home site section will be considered part of the regularly assigned teaching load, and CWU's Instructional Class Size Policy - 20 enrollments for lower-division courses, 12 enrollments for upper-division courses, and 8 enrollments for graduate courses - applies.

The additional compensation for converting instructional materials for use in the distance learning environment and for serving additional enrollments at the distant site(s) shall be comprised of two parts. The first part, a fixed component, is not dependent on total enrollments but instead derives from the additional time needed to prepare materials for use in the distant environment. The second component is variable and compensates for the additional time needed to serve a higher than customary number of students due to the addition of the distant sites.

For the concurrent sections taught at the distant sites, the additional compensation shall be determined according to the schedule on the following page. The number of enrollments is determined based on the official 10th day enrollment for the quarter.

Option 2 - Additional Compensation for Concurrent Sections in the DE Environment

	Effective September, 2008 (includes ATB 2.5% Increase)			Effective January, 2009 (includes ATB 1.5% increase)		
	Option 2 - Additional Concurrent Sections in the DE Environment			Option 2 - Additional Concurrent Sections in the DE Environment		
Fixed	\$481	\$641	\$802	\$488	\$650	\$814
Var Enr.	\$69	\$92	\$114	\$70	\$94	\$115
Alt Site	Total DE Stipend			Total DE Stipend		
Enrolled	3-credit Course	4-credit Course	5-credit Course	3-credit Course	4-credit Course	5-credit Course
1	\$549	\$733	\$915	\$558	\$744	\$929
2	\$618	\$824	\$1,030	\$627	\$836	\$1,046
3	\$687	\$915	\$1,145	\$697	\$929	\$1,162
4	\$755	\$1,008	\$1,259	\$767	\$1,023	\$1,278
5	\$824	\$1,099	\$1,374	\$836	\$1,115	\$1,394
6	\$893	\$1,190	\$1,488	\$906	\$1,208	\$1,511
7	\$961	\$1,282	\$1,602	\$976	\$1,302	\$1,626
8	\$1,030	\$1,374	\$1,717	\$1,046	\$1,394	\$1,743
9	\$1,099	\$1,465	\$1,832	\$1,115	\$1,487	\$1,859
10	\$1,167	\$1,557	\$1,945	\$1,185	\$1,580	\$1,975
11	\$1,236	\$1,648	\$2,060	\$1,255	\$1,673	\$2,091
12	\$1,305	\$1,739	\$2,175	\$1,324	\$1,766	\$2,208
13	\$1,374	\$1,832	\$2,289	\$1,394	\$1,859	\$2,323
14	\$1,442	\$1,923	\$2,404	\$1,464	\$1,952	\$2,440
15	\$1,511	\$2,014	\$2,518	\$1,534	\$2,044	\$2,556
16	\$1,580	\$2,106	\$2,632	\$1,603	\$2,138	\$2,672
17	\$1,648	\$2,198	\$2,747	\$1,673	\$2,231	\$2,788
18	\$1,717	\$2,289	\$2,862	\$1,743	\$2,323	\$2,905
19	\$1,786	\$2,381	\$2,976	\$1,812	\$2,417	\$3,020
20	\$1,854	\$2,472	\$3,090	\$1,882	\$2,509	\$3,137
21	\$1,923	\$2,564	\$3,205	\$1,952	\$2,602	\$3,253
22	\$1,992	\$2,656	\$3,320	\$2,021	\$2,696	\$3,370
23	\$2,060	\$2,747	\$3,434	\$2,091	\$2,788	\$3,485
24	\$2,129	\$2,838	\$3,549	\$2,161	\$2,881	\$3,602
25	\$2,198	\$2,930	\$3,663	\$2,231	\$2,974	\$3,718
25+	\$2,198	\$2,930	\$3,663	\$2,231	\$2,974	\$3,718

**Note 1:**

The compensation for the DE sites "caps" at a rate that is approximately equal to the cost of separately hiring a part-time faculty member to lead the distant students.

**Note 2:**

Dollar amounts cited herein will be adjusted to reflect across-the-board changes in the faculty salary scale.

**Note 3:**

For either Option, DE compensation goes into effect only for the number of enrolled students off-site in excess of the minimum class size as specified by the University's Instructional Class Size Policy (20 enrollments for lower-division courses, 12 enrollments for upper-division courses, and 8 enrollments for graduate courses). The minimum may be met by combined enrollments on-site and off-site.