

Approved Faculty Compensation Plan for Online Teaching, 2018/2019

3 Credit Course							
N	2018-19 revenue to Psych	2018	2018	2018	2018	2016	2016
		Instructor Salary	Fringe 28.20%	Instructor total comp.	Dept. Profit	Instructor total comp.	Dept. Profit
10	\$ 8,168	\$ 5,500	\$ 1,551	\$ 7,051	\$ 1,117	\$ 6,500	\$ 1,222
15	\$ 12,252	\$ 6,500	\$ 1,833	\$ 8,333	\$ 3,919	\$ 7,500	\$ 4,083
20	\$ 16,336	\$ 7,500	\$ 2,115	\$ 9,615	\$ 6,721	\$ 8,500	\$ 6,944
25	\$ 20,420	\$ 8,500	\$ 2,397	\$ 10,897	\$ 9,523	\$ 9,500	\$ 10,305
30	\$ 24,504	\$ 9,500	\$ 2,679	\$ 12,179	\$ 12,325	\$ 10,500	\$ 13,666
35	\$ 28,589	\$ 10,500	\$ 2,961	\$ 13,461	\$ 15,128	\$ 11,500	\$ 17,027
40	\$ 32,673	\$ 11,500	\$ 3,243	\$ 14,743	\$ 17,930	\$ 12,500	\$ 20,388
45	\$ 36,757	ceiling is one month of base salary			\$ 22,014		
50	\$ 40,841	plus fringe			\$ 26,098		

Table presents a 3-credit course; compensation for 1-, 2-, and 4- credit courses are adjusted proportionally.

***Enrollment intervals depicted in table or for illustrative purposes only; the floor is \$5500 with n=10 (not including fringe), but add \$200/student beyond that. So an enrollment of 17 (for example) would pay \$5900 plus fringe, etc.**

Courses with low enrollment: Sections with n < 10 will ordinarily not run, but with permission of the chair, interested instructors can teach at a pro-rated salary that permits the department to break even.

GTA support: Faculty can request a 5- or 10-hour GTA, pending graduate student availability, with GTA pay deducted from instructor total compensation.

Compensation for Adjunct and Graduate Student Instructors: Same as is the case for an equivalent RI course.

How 2018 plan is different from 2016 plan: In 2016 plan, floor was \$6500 with n=10, with fringe deducted from that total. In 2018 plan, floor is \$5500 with n=10, with fringe added to that total. This amounts to a 7.8% increase in instructor compensation, although the pay ceiling is the same (1 month base salary plus fringe per CNS requirements). For many faculty, the increase just means hitting the CNS supplemental pay cap with slightly fewer students that was the case under the 2016 plan.