

## Survey Results - Compensation Policies for Online / Hybrid Course Development

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Fall 2006

This chart only includes schools that gave me permission to post their information. I heard from all but two colleges, one that had no policy in place and the other that paid the equivalent to one, three hour lecture course at the adjunct rate.

School	Contact	Policy
Amarillo College	Robert Sloger <a href="mailto:sloger-rb@actx.edu">sloger-rb@actx.edu</a>	Either 3 hours of release time or a monetary stipend not to exceed \$1500.00.  There is an online stipend form a faculty designer would complete. It is sent to their supervisor for review, approval, and signature, then to me for my review and award determination, then to the Vice President for his okay to proceed with development.
Blinn College	Sheri Pappas Blinn College <a href="mailto:sheri.pappas@blinn.edu">sheri.pappas@blinn.edu</a>	Blinn College does not currently compensate faculty for development of online/hybrid courses. Our online courses are capped at 25.
Houston Community College	Stephen Levey Executive Director, Instructional Resources & Technology Houston Community College 3100 Main St., MC 1740 Houston, TX 77002 713-718-5261 <a href="mailto:stephen.levey@hccs.edu">stephen.levey@hccs.edu</a>	The DE policy for development of DE courses is: A new WebCT course developed completely by you (\$1000 stipend)  A course using e-pack for major part of instruction (\$400k)  A new section of a master course (\$250 stipend)  An existing course in which you will replace the instructor who developed the course (no stipend)
Howard College	Stan Solis Director of Distance Learning Howard College 1001 Birdwell Lane Big Spring, TX 79720 ph# 432-264-5124 fax# 432-264-5146 <a href="mailto:SSOLIS@howardcollege.edu">SSOLIS@howardcollege.edu</a>	J. Distance Learning Pay: In addition to the regular salary, a faculty member will receive additional pay for teaching online/internet courses and courses taught via interactive television. Pay will be based on the following: INTERNET COURSES Course development stipend \$ 1,000 (one-time stipend received the first-time course is developed and taught) \$ 500 (one time stipend for developing/and teaching a course using published material and/or course developed by another instructor) \$ 500 (each time course is taught after initial development) INTERACTIVE TELEVISION Course preparation stipend \$ 300 for each off campus site (Three off-campus sites is the maximum number of sites for which a faculty member will receive additional compensation unless the college asks the faculty to take additional sites. If the college asks the faculty to add additional sites above three, the faculty member will receive \$300 per site.)  TELECOURSE \$ 300

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Kilgore College	<p>Charleen Worsham                      Director, Instructional                      Technology &amp; Distance                      Education                      Kilgore College                      1100 Broadway                      Kilgore, TX 75662  <a href="mailto:cworsham@kilgore.edu">cworsham@kilgore.edu</a>                      903.988.3700                      903.988.3703 (fax)</p>	<p>For a totally online course, we usually pay the equivalent of an overload based on the instructor's education level.</p> <p>If an epack is used, this is usually reduced to 1/2 an overload. If the epack isn't very comprehensive, it is usually negotiated up from 1/2 to as much as a full overload.</p> <p>Neither amount is big bucks, but it does attempt to keep it fair.                      The money we pay usually does not adequately compensate a faculty member for the time spent (if they do a really good job) - but it does try to recognize and reward their efforts. I tell them their reward is less time on campus and since many are close to (semi)-retirement, they can teach online if they choose to after they retire.</p> <p>For hybrid courses, we have used the same scale for courses that are part of our Quest program. For other hybrid courses, it is a negotiated thing based on how much the instructor intends to put in the online portion of the course. If it is really less than 1/2 online, then it is treated as a regular class.</p>
Navarro College	<p>Matt Miller                      Navarro College  <a href="mailto:matt.miller@navarrocollege.edu">matt.miller@navarrocollege.edu</a></p>	<p>\$450 paid for the first section of an online course.</p> <p>Be specific about the definition of "development" of an online/hybrid course.</p>
North Central Texas College	<p>Debbie Huffman                      Director of e-Learning                      North Central Texas College                      1525 W. California St.,                      Gainesville, TX 76240                      Phone: 940.668.7731 x4475</p>	<p>We compensate faculty for developing online courses at the same rate as an adjunct salary. A three hour course would be paid three load units based on adjunct pay scale. We do not compensate for hybrid course development.</p> <p>We pay for the development of a course one time. If another instructor wants to develop a different version of the course, they must go through the same approval process; however, there is no payment involved.</p> <p>We are in the process of revising our policy. Courses must be approved by our Distance Ed Committee and Instructional Council PRIOR to development. Once approval for development has been granted, the developer may proceed. Upon completion of course development, the course is reviewed by the DE Committee and final approval given by Instructional Council. The developer is paid during the first pay period of the first semester the course is taught.</p>
Northwest Vista College	<p>Julie Bajusz                      Distance Learning Coordinator                      Northwest Vista College  <a href="mailto:jbajusz@accd.edu">jbajusz@accd.edu</a></p>	<p>My counterpart at St. Phillip's College in San Antonio, Bobby Garza, developed a revenue distribution program and I have adopted this here at Northwest Vista. We are going to begin next semester with this profit sharing program. Essentially, My Distance Learning program is going to get 60% of the profits from VCT and the participating departments are going to receive 40% of the profit they've earned from their participation. So for instance, if the English department offers 5 classes through VCT and the total profit earned was \$1000.00. I would get \$600 and they could draw on \$400. They will requisition the funds from me with a form and then I will transfer the money to them—at least, I think that's how it's going to work; I've got to double check all of the processes with our internal budget guru.</p>

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Panola College	<p>Ann Morris Associate Dean of Distance Education Panola College 1109 W. Panola St. Carthage, TX 75633</p> <p><a href="http://www.panola.edu">http://www.panola.edu</a> 903-693-2014 or 2013 Fax 903-693-1144 <a href="mailto:amorris@panola.edu">amorris@panola.edu</a></p>	<p>We pay a stipend of \$300 for developing a 3 or 4 hour course. A one hour course is \$125. We used to pay more, but now that there are e-pacs and WebCT, an instructional technologist, etc., we don't pay as much. We also pay an online course delivery stipend for up to two online courses per semester.</p> <p>("Horrors and wonders" – love you choice of words!) We also pay a stipend for teaching DL classes. For 25 or fewer enrolled students, we pay \$250. Beginning with the 26th student, we add \$10 per head. In some courses we limit enrollment to 25 or 30. In others, we will let a section go to 49. If there are 50 or more students, we break the class into 2 sections. With ITV courses, we don't count the students sitting at the sending site class, only the remote students. We do not pay for more than 2 DL sections per semester. So, if an instructor teaches 3, he only gets paid for 2.</p>
Paris Junior College	<p>Ken Haley <a href="mailto:khaley@parisjc.edu">khaley@parisjc.edu</a></p>	<p>Here at Paris, we do compensate faculty for the first time development and delivery of online and/or hybrid courses.</p> <p>For full-time faculty, we pay a development stipend of \$1200.00 for the first time development and delivery of a fully online course.</p> <p>The stipend is \$500.00 for the first-time development and delivery of an ITV course with a \$250.00 continuing stipend thereafter.</p> <p>The stipend is also \$500.00 for first-time development and delivery of a hybrid course. For part-time faculty, the maximum stipend for online course development and delivery is \$500.00. We do not pay development thereafter, so if Professor Jones develops and delivers English 1301 first, then Professor Williams might teach that same course online later, but he would not be paid any development stipend for doing so even though it might be his first time to deliver the course.</p> <p>This has worked fairly well for us as most people who develop the course initially tend to continue teaching it. It does not, however, allow for any compensation for someone picking up that course later on. Even if that later person does not have to do much development, he will still need to learn the system, and it would be a good idea to pay someone something for that effort.</p>
South Texas College	<p>Maricela Garcia <a href="mailto:mgarcia@southtexascollege.edu">mgarcia@southtexascollege.edu</a></p>	<p>No current policy on compensation.</p>
Tarrant County College	<p>Kevin Eason Tarrant County College <a href="mailto:KEVIN.EASON@tccd.edu">KEVIN.EASON@tccd.edu</a></p>	<p>A faculty member who develops a course for the online environment the first time receives \$1200 developmental money at the end of the first semester they teach the course. If a hybrid course is more than 50% online, the same applies. Then, when an additional faculty member is added, they have access to the materials created by the first teacher.</p> <p>Most faculty do not want to use another teacher's materials so they almost always develop their own. However, only the first faculty member is paid.</p>

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Temple College	Mark A. Smith Associate Vice President of Distance Education Temple College 2600 South First Street Temple TX 76504 254-298-8388 <a href="http://www.templejc.edu/mark.a.smith@templejc.edu">http://www.templejc.edu/ mark.a.smith@templejc.edu</a>	<p>An instructor, full-time or part-time, will be paid a stipend of \$1,000.00 for first time development of any Internet course not previously offered through Temple College. If another instructor has already developed the course, information and material will be shared with the new instructor and there will be no further stipend. No stipend will be paid for normal redevelopment arising from new textbooks, course revisions, etc.</p> <p>What I feel, and many online instructors at my last institution feel is even more important than the stipend or compensatory time off is proper professional development training on how to develop and deliver online instruction. One last point is adequate technical and instructional design support for the instructors.</p>
TSTC Harlingen	Ram Delarosa Director - Distance Education Texas State Technical College - Harlingen 1902 North Loop 499 Harlingen, Texas 78550-3653 <a href="mailto:ram.delarosa@harlingen.tstc.edu">ram.delarosa@harlingen.tstc.edu</a>	No current policy on compensation.
Tyler Jr. College	Ken Craver Director, Distance Education <a href="mailto:kcra@tjc.edu">kcra@tjc.edu</a> 903-510-2591	No current campus-wide policy. Goal is to develop a comprehensive policy to compensate faculty for their work in developing online and hybrid courses.
Weatherford College	Vicki Traweek Distance Education Weatherford College <a href="mailto:vtraweek@wc.edu">vtraweek@wc.edu</a>	<p>For online (not including hybrid) courses developed with college support either individually or as part of a development team:</p> <p>The instructors receive compensation to develop the course. Compensation will be equivalent to one teaching load unit per course during the semester of course development and will be equivalent to the current adjunct faculty pay scale. The College supports the instructors by providing the equipment, software, training, and technical support necessary to develop the course.</p>