

***Faculty Compensation and Course Sizes for  
Online/VCT Courses Statewide***  
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Following is a compilation of responses received from Virtual College of Texas colleagues at community colleges throughout the state. Please note many of these responses are actual quotes from e-mail messages:

**ALAMO – SAN ANTONIO COLLEGE**

At San Antonio College (there are numerous online degrees and over 189 online courses). They established policies early on that required the same attention in course development for online courses as for on campus courses. The goal was to show that online instruction was equal in quality to on-campus, face-to-face instruction. From this premise they decided that online instruction would be measured via student surveys like on campus etc.

Pay scales were to be identical to face-to-face or to video course or any other modality. The only change is the delivery method. Criteria for any modality is uniform. Helen Torres (Director of Distance Education and SAC Online) states, *“After 8 years of developing, directing and growing the SAC Online program, and having developed and taught an online course myself, I can assure you that there is a lot more development time and adjustments needed in online instruction. This occurs due to the fact that the faculty member must devise new strategies to ensure connectivity and interaction in the online delivery mode. Thus, many faculty end up mixing technology to achieve this and spend many more hours in preparation for a quality interactive online course.”*

Nevertheless at San Antonio College, the pay is the same. SAC does give a faculty member the option of receiving a stipend based on their salary scale or a one course release time when they initially develop a brand new online course. If the course is already developed within a department, the instructor does not receive the special compensation. What the institution does is provide quality certification training to teach faculty how to develop and or teach online courses. This is an incentive because it is free professional development that many faculty can apply at other institutions, particularly if they are adjunct, and if they are tenure faculty they include this training in their promotion portfolios.

**AMARILLO COLLEGE**

Amarillo College has no policy regarding faculty pay and course load. The division chairs all seem to pay their faculty differently. According to Georgann Burrell (AC Director of Distance Education), the faculty has not made

an issue of it, as yet, but expects [compensation for online courses] to be a topic of discussion in the near future.

### **AUSTIN COMMUNITY COLLEGE**

ACC – Pinnacle Campus Distance Learning Director Robert Bermea indicated full-time faculty have a limit of 21 Lecture Equivalent Hours, or LEH (60% of which can be online and 40% traditional), and adjunct instructors have a limit of 8 LEH (100% may be online). Mr. Bermea notes the LEH is computed by dividing the number of enrollments {54} (ACC and VCT) by the enrollment limit per section {36} multiplied by the number of LEH for an on-campus section {3}:

*EXAMPLE: (54 / 36) \* 3 = 4.5 LEH*

In addition, the enrollment limit of an online course is equal to its traditional counterpart; however, class limits are raised and instructors are paid overloads for online course instruction. Traditional course instruction does not allow for overloads.

### **BRAZOSPORT COLLEGE**

Brazosport College requires a 48 hour e-learning certification (internal training) before teaching a distance class and pays a 3 hr course stipend. The first semester of the class, the instructor receives a 1.5 [hr] lass stipend. As for limits to online class sizes, some negotiation is allowed for a lower course load (usually 30 to 25 if pursued). Overloads are the same for distance, hybrid, or traditional class.

### **CLARENDON COLLEGE**

Clarendon College pays faculty \$300 extra for online. Class maximum is set at the same limit as the traditional class. Thus, a traditional history class with a maximum of 45 enrollments has an online maximum of 45 enrollments – a traditional computer class with a max of 30 has an online max of 30.

### **HOUSTON COMMUNITY COLLEGE**

Faculty are compensated the same for teaching online courses or on-campus courses. However, a stipend is provided for faculty who apply for and are approved to develop a distance education course. They must meet certain basic requirements, and the stipend varies depending upon whether they develop a course from scratch or use an e-pack. HCCS DE Faculty Liaison Mary Beth Schillaci states, *“A decision was made a couple of years ago to have the same enrollment caps for the same course, whether taught online or on campus. (Before that, all online courses were capped at 20, less than on-campus courses in many cases, and this became a faculty workload equity issue).”* Faculty must

teach 2 of their 5 required courses in the classroom, and the remaining 3 courses plus any overloads (2 are allowed) may be taught using a distance learning delivery mode. This restriction does not apply in the summer, so faculty can teach exclusively via distance learning at this time.

### **MIDLAND COLLEGE**

A one time stipend of \$600 is paid for the first time faculty who teaches an online or ITV course or for the first time the course is taught either online or ITV. Online section limits are set at 20 per online class. Deans can increase the limit depending on instructor load. 10 additional students would require splitting the course into 2 sections, and up to the 10 students it is set at \$135 per head. Usually the limit is stopped at 29 to avoid setting up a new section. 5 sections of all combined classes is considered a load - with a minimum of 80 students up to 220. An overload is paid for the 6<sup>th</sup> section at \$135 per student.

### **NAVARRO COLLEGE**

Navarro College's policy is to pay the traditional rate for each course PLUS a \$400 stipend for an online course. Each course is considered part of the instructor's load (faculty compensation for overloads is \$420 per credit hour). Class size is set at 25 students; however, we will allow up to 34 students in the class and faculty is paid \$50 per student for all enrollments exceeding 25 students. If the enrollment in the class reaches 35 students, the course is either split into a new section, or the instructor can continue to receive \$50 per student (it's the instructor's choice). Our Deans and Assistant Deans determine number of sections allowed, etc.

### **PANOLA COLLEGE**

For ITV and Internet courses, Panola pays a stipend base of \$250 for the first 25 students and \$10 per head for each additional student up to 49. A stipend is paid for 2 distance learning classes per semester. If a 3<sup>rd</sup> or 4<sup>th</sup> DL class is taught, there is no stipend compensation. Currently, faculty is paid a \$300 stipend for development; but Panola will be reexamining that policy because it is difficult to get instructors to keep an updated version of their online courses on file. Generally, the break in an online section occurs at 50 enrollments. Exceptions are English courses and a few others. As a rule, Panola tries to limit the number of students in an online class being taught the first time to about 25-30 students. There's a limit of two overloads per instructor. Courses can also be "stacked" – in other words, half face-to-face and half online if that is what necessary to make two smaller sections of a course into one section for an instructor. Ann Morris, Associate Dean of Distance Education also notes: *“Due to online demands, we are in need of additional adjuncts (we use very few adjuncts for face-to-face or*

*online). Our faculty has been very amenable to developing DL courses. We provide face-to-face and online WebCT training and support for adjuncts.”*

### **PARIS JUNIOR COLLEGE**

At Paris, the college pays the usual rate for an ITV [online] class if an adjunct teaches it, or it becomes part of the normal load for a full-time faculty member. In addition, the college pays a first-time stipend of \$500.00 for initial development and thereafter a stipend of \$250.00 for subsequent delivery. We have a normal enrollment limit of about 35 unless the course is considered to be writing intensive, as with English. For those courses considered writing intensive, the normal limit is 25 or thereabouts.

### **SAN JACINTO COLLEGE**

Faculty are compensated the same for teaching distance learning courses as they are for face to face courses. Classes in distance learning make with a minimum of 10 students for the first section while, in most cases, face to face classes require 15. Sections break at 30 for Internet classes and 39 for videotape classes. Any enrollments above the defined section limit will be paid at the rate of \$100 per student through eleven students. When the enrollment in the course reaches twelve above the limit established, the instructor will be paid for a full section at the appropriate rate. Instructors may teach a full load of distance learning courses if approved by their department/division chair. Instructors teaching distance learning classes as overloads are compensated following the face to face compensation model and they receive adjunct pay for the overload class(es).

### **SOUTH TEXAS COLLEGE**

STC compensates all classes equally. Internet classes at STC may be set at a maximum of up to 20% lower than resident/on-campus classes. Instructors are generally assigned no more than 40% of their load for internet classes. However, exceptions are often made. Overloads are paid at that adjunct rate; there is no special compensation for teaching internet classes as overloads.

### **TEMPLE COLLEGE**

Taken directly from TCs written distance learning policy:

#### ***Class Load and Size Compensation***

Instructors teaching distance education courses must meet the same employment requirements as those instructors teaching traditional, on-campus courses. Distance education instructors must perform all instructional duties and follow all Temple College instructional guidelines.

### Internet and Telecourse Instruction

Class Load: For full-time instructors, total number of classes taught for those teaching Internet courses and Telecourses will be the same as the total number of classes for instructors exclusively teaching on-campus courses. Any additional compensation for larger numbers of students taught in an Internet course or Telecourse must meet the guidelines below.

### Class Size

1. Each semester, initial class size for Internet courses and Telecourses will be set at two times the size limit of the equivalent on-campus course. When this class size limit is reached, the class will be closed. For example, an English Composition I class with a noncampus limit of 25 will have an Internet or Telecourse class size limit of 50. 2. Internet courses and Telecourses will have the same minimum size limits that the equivalent on-campus course has. There may be exceptions to this rule (e.g., a course's required status, the number of courses offered during the semester, the times the course is offered). Any variations to the minimum class size must be approved by the Vice President of Educational Services (VPES).

### Compensation

1. An instructor will be paid the standard compensation (either as part of a regular load, or an overload, or an adjunct load) for an Internet course or Telecourse, based on the equivalent *on-campus* minimum and maximum students for that class. *Example:* An English instructor teaching a Composition I Internet class that has between 15 and 25 students would be paid the regular, on-campus compensation for that course. 2. If the Internet course or Telecourse exceeds the maximum *on-campus* number, the instructor will receive additional compensation. For every student over the on-campus maximum number, an additional 8.333% of that instructor's per-course amount will be added, up to an additional 100% for an additional 15 students. No further amount will be paid for additional students to the maximum class size limit. *Examples:* (1) An English Composition I Internet class (class size limit 50; equivalent on-campus class size limit of 25) with 30 students—the instructor would receive the regular compensation for the first 25 students, plus 8.333% overload/adjunct pay for each of the additional 5 students (an added 41.665% overload/adjunct compensation). (2) The same Internet class with 37 students—the instructor would receive the regular compensation for the first 25 students, plus 8.333% each for the additional 15 students (with a maximum of an added 100% overload/adjunct compensation). (3) The same Internet class with 50 students (the maximum allowed for the class)—the instructor would still receive the maximum of an additional 100% overload/adjunct pay, with no further compensation for students 38 to 50.

## DEVELOPMENT OF A NEW INTERNET COURSE

### Tasks

Provide the distance education student with the same material as a comparable traditional, on-campus course. Plan, develop, and deliver a course for which no distance education instructional materials exist. Develop a syllabus, course outline, course schedule, class procedures, supplemental material, and tests/learning activities. Establish opportunities for student collaboration. All course material, except tests, must be available to the student via the Internet. Provide the Director of Distance Education with course information that can be included on the Temple College web site. These tasks are required when developing a new Internet course.

### Compensation

Stipend of \$500 for development of an instructor's first Internet course. Stipend of \$250 for development of a second Internet course. 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. There will be no stipend for development of any Internet courses beyond the first two an instructor creates. There will be no stipend for normal redevelopment arising from new texts, course revisions, etc. Note: If an instructor leaves Temple College and has been paid to develop a course, that course belongs to Temple College. That instructor must leave all development and course material with the college.

## TEXARKANA COLLEGE

According to Dr. Van Miller (Director of Admission at Texarkana College), faculty compensation for online instruction is the same as for instruction of a traditional course. Class sizes are limited to 25 enrollments; however there has been indication this will be raised in the future. Instructors are allowed two overloads (there's no concrete policy limiting them to two) – and this applies to online and traditional courses alike.

## TSTC – HARLINGEN

TSTC Harlingen is currently only hosting courses through VCT (300+ enrollments); however have never provided. They have a couple of instructors that are interested in developing and maybe in a couple of semesters can also provide through VCT.

## WEATHERFORD COLLEGE

WC online faculty are compensated the same as traditional face-to-face faculty. No extra compensation for teaching online. Online classes at WC are limited to 25. The average traditional face-to-face class is limited to 30. WC faculty are allowed to teach 2 overloads per semester. The amount they are paid

for a 3-hour class overload is \$1,500; a 4-hour class overload is \$2,000; a class overload that has a lab the amount would be the overload amount plus an additional 1/2 the overload amount to compensate for the lab - example a 4-hour class with a lab would be \$3,000.

### **WHARTON COUNTY JUNIOR COLLEGE**

According to Albert Barnes, WCJC Dean of Admissions and Registration, no distinction is made between online and face-to-face classes in terms of compensation, class size and faculty load. Overload pay is also the same for online classes as for face-to-face classes.