To:  Dean Van Galen, Chancellor  
116 North Hall  
University of Wisconsin-River Falls  

From:  David Rainville, Chair  
Faculty Senate  
University of Wisconsin-River Falls  

May 12, 2010  

RE:  UW-RF Faculty Senate Resolution 2009/2010/05  

At the April 21, 2009 meeting of Wisconsin-River Falls Faculty senate, resolution 2009-2010/05 was passed. This resolution is forwarded for your information. 

The Faculty Senate resolves to support the following policy.  

A Self-Funding, Uniform Campus Compensation Policy for Summer Session, Winter Session (J-Term), Fully on-line, Hybrid, Internship and Independent Study, Research and Reading Courses.  

1.0  MISSION STATEMENT:  

Summer session and J-term courses and programs will be offered to expand academic access for UW-RF students and to allow faculty and staff to support and enhance student-learning opportunities. Courses and programs offered will be guided by the Goals and Initiatives set forth in the University Operational Plan as well as the Strategic Plan which include, but are not limited to, Goal 1: Create a Culture of Learning and Goal 7: Invest in Human Resources. Academic units will refer to the spirit of the Strategic Plan when choosing course offerings that meet the needs of various learner constituencies, such as currently matriculated students, working professionals, life-long learners, regional businesses, organizations and agencies and under-represented and minority populations. All program and course offerings will be based on a model that is fiscally sustainable. The procedures set forth in this paper are intended to allow UWRF to offer, over the course of an academic year, the broadest possible mix of classes to meet our diverse learner population needs, provide students greater opportunity to graduate within four years, and compensate faculty and staff in a manner commensurate with their rank and the revenue they generate.
2.0 OVERVIEW/BACKGROUND:

Prior to 2003 (and the development and implementation of the UW-RF Strategic Plan), summer session courses were taught on a compensation model that was proportional to a faculty member’s 9-month academic year salary up to a maximum of 2/9 (0.2222) of that salary. A full summer session load was considered to be 8 credits and course enrollments of 18 students were required for instructors to receive full compensation. Courses with fewer than 18 students were taught at a reduced rate as individually negotiated with the respective Deans. This policy changed in 2003, without Faculty Governance input or consultation, to a per-credit rate model with built in salary plateaus. The result of this change was faculty and staff teaching courses for significantly less compensation as well as the introduction of a tremendous disincentive to offer classes whose enrollments were above the designated plateau levels, or below reasonable compensation enrollments. This, along with other reasons, has resulted in a stagnant summer session program. With the introduction of the Wisconsin Growth and Educational Attainment Initiatives, it is imperative that UW-RF leverage our talent and physical resources more affectively to reach our goals and expand student opportunities. Enhancing our summer school and J-term offerings will play a significant role in reaching our objectives and better serve our student body by offering additional scheduling flexibility.

The express purpose of this policy is to align our summer session/J-term compensation policy with the overall Goals and Initiatives set forth in the Strategic Plan while specifically addressing Goal 7.1.3: “Develop and Implement a new summer and J-term session salary schedule/model”. It is a model that, among other things:

• gains legitimacy as a result of percolating up through the shared governance process;
• is consistently applied across all colleges and listed programs;
• fairly compensates faculty and staff for their time and expertise;
• eliminates arbitrary pay plateaus;
• modestly rewards faculty and staff for their differential time in service;
• provides incentive for faculty, staff and administration to create a viable and vibrant summer session program that generates revenue;
• redistributes the enrollment pressures to help relieve and address the workload creep (SP Goal 7.2.3) seen throughout the academic year created by the Wisconsin Growth Initiative (and the upcoming Educational Attainment Initiative), which currently requires units to overpopulate lectures and laboratories during the regular academic year;
• encourages colleges to collaborate and develop a reliable and predictable summer session/J-term schedule for advising and planning purposes;
• create confidence in an expanded array of summer course offerings that will allow students and advisors to build these courses into their long-term plan, permitting them to graduate early should they so choose;
• makes more efficient use of campus physical and technological resources, and;
• should expand summer session course offerings to increase student scheduling flexibility thereby making summer session a more desirable student option.

3.0 COMPENSATION POLICY GUIDING PRINCIPLES AND REQUIREMENTS:

3.1 Summer Session, Winter Session (J-term), Fully On-line, Hybrid, Internship, Independent Study, Research, and Reading Compensation Policy guiding principles and requirements.

3.1.1 All courses and programs will be offered through a sustainable self-funding, revenue-generating fiscal model.

3.1.2 Class size during Summer and Winter sessions should be set to a similar level as those offered during the regular academic year.

3.1.3 Compensation, fringe and overhead will be based on the WI resident undergraduate/graduate tuition revenue generated based on the official class enrollment at the end of the first day of class of week two for summer session/J-term courses.

3.1.4 18% flat overhead on gross program revenues defined as the total Wisconsin resident undergraduate/graduate tuition revenue only. Gross program revenue does not include any state GPR dollars, segregated fees, special course fees, on-line fees etc.

3.1.5 35% fringe to be paid out of gross program revenue on salary dollars only.

3.1.6 There are three compensation tiers to modestly acknowledge and reward differences in rank.

3.1.7 The policy will apply consistently to: on-campus undergraduate and graduate classes, as well as hybrid, fully on-line, internships, independent study and independent research/reading courses across all colleges.

3.1.8 Compensation will increase along with tuition increases.

3.1.9 There is no $12,000 overload salary cap during summer session as academic year (9 month) faculty are not on contract per UWSA ACPS 4, UPG-4 and Section 16.417(2) of the Wisconsin Statutes.

3.1.10 The $12,000 overload salary cap applies to faculty/staff teaching during J-term.
3.1.11 Faculty are restricted to earning no more than a total of $2/9$ of their annual contractual salary unless they receive written permission from the Dean of the college as the Chancellor designee per UWSA F29.

3.1.12 Deans and department chairs will offer summer session/J-term courses that complement, not displace or negatively impact, academic year offerings.

3.1.13 The minimum class size will be determined at the discretion of the Dean after consultation with the instructor and/or department chair.

3.1.14 The Dean’s Summer Session/J-term Support Fund will be used to help augment small classes, start up offerings, targeted marketing, etc. Each Dean will determine the appropriate use of the fund to support their Summer Session/J-term offerings. This fund may also be used to help support a campus-wide comprehensive marketing strategy promoting these offerings.

3.1.15 A portion of the Summer Session/J-term Support Fund will be used to offset the cost of departmental offerings and to create a modest incentive to offer additional courses by providing $200 of increased S&E per course credit each time a course is offered (e.g. $600 for a 3 credit course).

3.1.16 Payment will be determined at the beginning of week 2 of the course. This time period is chosen for two reasons: a) most J-term and many SS courses are three weeks in length, and b) students in courses that last 3-4 weeks long can receive a 100% tuition refund up to the end of week one per UWSA F44.

3.1.17 The campus will submit a formal System request to officially eliminate the 6-9 credit summer tuition plateau for undergraduates.

3.1.18 Policy will be reviewed every two years to assure it is meeting the stated objectives. Any proposed changes to the model must come through the Faculty Compensation Committee who would then forward them to Faculty Senate.

3.1.19 Study Abroad, Service-based pricing and Outreach/Continuing Education offerings are addressed in a separate policy.

4.0 UNIT RESPONSIBILITIES:

4.1 Deans of the Academic Colleges

4.1.1 College Deans will set appropriate class numbers and size limits to meet the objectives of this policy and to assure that courses normally offered during the academic year are not negatively affected. Deans
will be responsible for covering expenditures beyond the amount collected via tuition/fee revenue.

4.2 Registrar’s Office

4.2.1 The Registrar’s office will be responsible for coordinating and scheduling all summer session and winter course offerings.

4.2.2 The Registrar’s office will post a two-year working summer and J-term course schedule in consultation with the colleges.

4.3 Outreach and Graduate Studies

4.3.1 The Office of Outreach and Graduate Studies will be responsible for managing only those courses offered through Outreach.

5.0 COMPENSATION POLICY:

5.1 Compensation for teaching summer session, winter session (J-Term), fully on-line, hybrid, internship and independent study, research and reading courses is based on a simple formula tied to gross tuition revenue as defined under 3.1.4, and will be consistently applied to faculty and staff across all colleges. Compensation will be calculated based on formula that shares a percentage of gross tuition revenue. As this is a self-funding model, campus overhead (18% of gross tuition revenue) along with fringe benefits (35% of salary dollars) must also be covered.

5.2 Titles and Tiers. There are three compensation tiers to acknowledge differences in rank. These tiers represent percentages of gross tuition revenue retained by the instructor and are, upon full model implementation:

48%: assistant professors.

50%: associate professors.

52%: full professors.

5.3 The tiers, and an example for establishing compensation under this policy assuming a class of 20 students following full implementation, are attached in spreadsheet form.