

**Compensation Options for Faculty Teaching Study Abroad Courses
(passed by Faculty Senate November 8, 2005)**

Faculty members who desire to teach study abroad courses will sign a waiver that specifies the compensation arrangement that applies specifically to their study abroad courses. Options that might be implemented include the following:

1. A pro-rated salary (dollar amount/student credit hour) will be used to compute the compensation provided to a faculty member, regardless of rank, up to a maximum compensation that corresponds to one-ninth of a faculty member's nine-month salary for a 3-credit hour course. However, if a faculty member has agreed to a percentage between 70% and 100% of the one-ninth salary, as noted in the University Handbook, then the maximum compensation will reflect that agreed upon percentage. The maximum compensation also will be pro-rated for courses that are offered for less than 3-credit hours.

The Provost, in consultation with the Vice President of Administration and Finance, will establish pro-rated salaries for each fiscal year: one for undergraduate student credit hours (SCHs) and another for graduate SCHs. The SCHs in each category will be used in determining the total salary available for a given course. These two rates will be adjusted each year to reflect any increases in tuition rate.

If the enrollment in a 3-credit hour course is not sufficient to provide 70% of one-ninth of the faculty member's salary, housing and per diem for a maximum of two additional days outside the time frame of the course offering may be negotiated to allow faculty members to conduct research in their discipline. The days may be scheduled before or after the course offering.

Airfare, housing, and local transportation are typically provided to faculty members in addition to salary. These expenses are part of the program cost assessed to the students. Faculty members may choose to waive some or all of these expenses in order to lower the program cost to the students.

2. Same as 1, except that the pro-rated salary would include an adjustment for rank.
3. Faculty members may specify a minimum salary (at or below the maximum compensation allowed) that they will accept or indicate their willingness to negotiate a salary, if the number of student credit hours is not sufficient to generate the specified salary.
4. The faculty member may waive salary and be provided with or reimbursed for travel expenses, housing, and per diem for the time period of the course.
5. The faculty member may receive a Development Reserve Account (DRA) instead of salary, with the amount of the DRA computed using the same rates as those used to determine the pro-rated salary. The maximum compensation would correspond to one-ninth of a faculty member's nine-month salary for a 3-credit hour course. Smaller compensation would be associated with courses that were less than 3 credit hours.

A nine-month faculty member can receive no more than the equivalent of three months of support during the summer session (teaching and research combined), unless approved through the normal overload process. Faculty members with 12-month appointments would not receive compensation unless approved through the normal overload process.

The waiver must be signed prior to the advertisement of the course. If enrollment is not sufficient to meet the faculty member's salary specifications, the faculty member can choose to either cancel the course or negotiate a different compensation arrangement. Negotiations will involve the Associate Provost for International Programs, the department head, and the dean of the faculty member's college.