



Compensation Rates for Community and Resident Faculty

For Non-Class Instruction Duties

University Procedure #515

SECTION 1. Purpose

The purpose of this procedure is twofold: to provide the amounts to be used to compensate community and resident faculty for non-class instruction duties, sometimes referred to as alternative learning strategies, in accordance with Article 10, Section J, Subd. 3 of the Master Agreement between the Minnesota State Board of Trustees and the Inter Faculty Organization (IFO), hereinafter referred to as the Master Agreement; and to determine the amount of overload payment for resident faculty in accordance with Article 12, Section B, Subd. 2 of the Master Agreement.

SECTION 2. Authority

This procedure is issued pursuant to the authority granted under MnSCU policy 1A.1, Part 6, Subpart G. and the provisions of the Master Agreement, as amended from time to time.

SECTION 3. Effective Date

This university procedure shall become effective upon the signature by the president, and shall remain in effect until modified or expressly revoked.

SECTION 4. Responsibility

The responsibility for the implementation of this procedure is assigned to the Provost and Executive Vice President for Academic and Student Affairs and the Chief Human Resource Officer.

SECTION 5. Compensation Schedule for Community Faculty

- A. Instructional credits are paid, at minimum, at the per credit hour rate specified in Article 11. Section M of the current Master Agreement. At the beginning of each fiscal year, Human Resources will inform university administrators and faculty members of the applicable rate.

- a. Inasmuch as the Master Agreement establishes minimum levels of compensation, doctoral level course credits are equivalent to 1.5 credits for payment purposes.
- b. For courses enrolling both graduate and undergraduate students, which require additional preparation and effort by the instructor to serve the needs of the graduate students enrolled, instructors will be paid at the FDIS rate for each graduate student enrolled.

B. Theory seminars will be compensated as follows:

Faculty members receive workload credit equal to one-half of the credit(s) awarded to students for the theory seminar and will receive compensation at the prior learning assessment (PLA) rate specified in the Master Agreement (see E. below) for the other one-half of the course credit(s) awarded to the student. Theory seminars enrolling fewer than ten students will be compensated at the student-designed independent study rate rather than the course credit and PLA rates.

C. Independent studies will be compensated, effective Spring Semester 2018 (FY18), at the following rates:

- a. Faculty designed independent studies (FDIS) at \$65.00/credit/student.
- b. Student-designed independent studies (SDIS) will be compensated per student with a flat rate of \$125 for one (1) credit, and the flat rate of \$125 plus \$65 per credit for more than one (1) credit.

1 credit course	\$125
2 credit course	\$125 plus \$65 per credit (\$255)
3 credit course	\$125 plus \$65 per credit (\$320)
4 credit course	\$125 plus \$65 per credit (\$385)

- c. Each credit of independent study graduate credit is the equivalent of 1.25 credits for payment purposes.

D. Internships will be compensated at the following rates:

- a. Individual internship supervision \$42/credit/student
- b. Group internships with fewer than 15 students \$65/credit/student
- c. Group internships with 15 or more students At the regular course rate

E. Assessment of prior learning, effective Spring Semester 2018 (FY18) will be compensated per student with a flat rate of \$100 for one (1) credit, and the flat rate of \$100 plus \$45 per credit for more than one (1) credit.

1 credit course	\$100
2 credit course	\$100 plus \$45 per credit (\$190)
3 credit course	\$100 plus \$45 per credit (\$235)

4 credit course

\$100 plus \$45 per credit (\$280)

Note: This compensation will be paid even if the student is not awarded credit but did not withdraw.

- F. Teaching workshops are compensated in accordance with the rates specified in Article 10, Sec. J of the Master Agreement.
- G. Other related payments. From time to time, a schedule of other payments may be established through the local meet and confer process. This procedure will be updated to incorporate these changes.
- H. In all other cases, if additional compensation is to be paid for other types of instructional or non-instructional assignments, the additional compensation will be divided by the formulated base salary to determine the FTE for the assignment. The formulated base salary is the minimum salary for an associate professor as specified in the current IFO Master Agreement. These assignments must be counted toward the maximum credit cap on community faculty workload as set by the Master Agreement.

SECTION 6: Resident Faculty Compensation for Alternative Learning Strategies

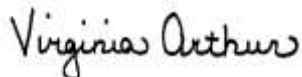
Article 12, Section B, Subd. 2 of the Master Agreement provides that with prior approval of the Provost, who is the president's designee, resident faculty may accept alternative learning strategy assignments as overload. In accordance with Article 12, the alternative learning strategies will be compensated at the same rates as established for community faculty in Section 5 of this procedure.

SECTION 7: Review

This procedure will be reviewed by the Provost/Executive Vice President for Academic and Student Affairs and the Chief Human Resource Officer after each negotiated settlement of the Master Agreement between the Minnesota State Board of Trustees and the IFO has been approved by the Minnesota Legislature.

SECTION 8. Signature

Issued on the 19th day of January, 2018.



President Virginia "Ginny" Arthur, JD

Revisions: Issued on 2-23-15, minor amendment for clarity on 4-6-15, reposted 4-20-17, revised compensation for FDIS, SDIS and PLA on 1-19-18.