

# **WellStar College Faculty Remuneration Policies**

*(Enacted December 5, 2016; Revised May 11, 2017; June 30, 2017)*



# WellStar College of Health and Human Services

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The WellStar College of Health and Human Services Faculty Remuneration policy document is designed to explain the remuneration policies for faculty in WellStar College. ***Failure to meet the conditions of the Compensation Policy will result in no payment. There are no extensions granted, and no exceptions.*** The financial consequences are: not receiving the payment because of a salary cap overage and/or accepting a reduced amount in order to not exceed the applicable salary cap.

If you have any questions regarding the policies, please contact the Dean's Office.

## Hybrid Courses Developed by Full Time Faculty

To promote the migration to more online courses, \$1500 will be provided for the redesign of a traditional course to a hybrid course (50% online, 50% face-to-face).

- The hybrid course must be shared with the department/college to be eligible for these funds.
- Hybrid courses must successfully complete the KSU Quality Matters review process (meaning, using the QM Rubric, the course has met standards and been “certified” by KSU for 3 years).
- **Once approved, the developed hybrid course must be taught within the next 12 months.**
- Courses that are subsequently converted *from hybrid to online* will be eligible for a **\$2500** payment only.
- Compensation provided ***cannot*** exceed the 20% salary cap (33.33% in summer for 9-month faculty).
- Faculty cannot receive both a workload reduction and the \$1500 payment for developing an hybrid course
- See WCHHS Policies for Developing Hybrid Courses for more information about developing hybrid courses (<http://wellstarcollege.kennesaw.edu/distancelearning/hybrid-courses.php>)

### WCHHS Hybrid Course Development Payment Policy - At a Glance:

	Full Time Faculty (and Limited Term 1 Year Faculty)
Teacher Training (certified to teach hybrid/online through CETL, Distance Learning Center, or WCHHS)	\$0 (BoR policy)
Develop Hybrid Course from a face-to-face course (50% online, 50% face-to-face)	\$1500*
Transition a hybrid course to online course (95% or more must be online)	\$2500**
<i>Total maximum payment per online course developed</i>	<b>\$4000</b>

\*\$1500 is the ***only*** payment for face-to-face to hybrid course development

\*\*\$2500 is the ***only*** payment for hybrid to online course development

\$4000 is the ***maximum*** payment amount per course developed for full time faculty

### Online Courses Developed by Full Time Faculty:

To promote the development of more online courses, \$4000 will be provided for the redesign of a traditional course to an online course (95% or more of the course must be online).

- The total maximum payment for full time faculty is **\$4000**, per course developed, as outlined below.
- For designing, developing, and obtaining QM approval, a new online course (courses must be shared with the department/college to be eligible for disbursement of funds), full time faculty will receive **\$4000**.
- 95% or more of the course must be online to be eligible for the development payment.
- **Once approved, the developed course must be taught online within the next 12 months.**
- Compensation provided **cannot** exceed the 20% salary cap (33.33% in summer for 9-month faculty).
- Faculty cannot receive both a workload reduction and the \$4000 payment for developing an online course
- See WCHHS Policies for Developing Online Courses for more information about developing online courses (<http://wellstarcollege.kennesaw.edu/distancelearning/developing-course.php>)

*In rare circumstances, part time faculty may develop online courses per the need in the department. Department Chairs/Directors should alert the Dean's Office if a part time faculty member will be developing an online course.*

**WCHHS Online Course Development Payment Policy - At a Glance:**

	Full Time Faculty (and Limited Term 1 Year Faculty)
Online Teacher Training (certified to teach online through Distance Learning Center or WCHHS)	\$0 (BoR policy)
Design, develop, obtain QM approval of new Online Course (95% or more must be online)	\$4000
<i>Total maximum payment per online course developed</i>	<i>\$4000*</i>

\$4000 is the **maximum** payment amount per course developed

## Teaching Online Courses

### WCHHS Information:

- The online teaching compensation incentive is distributed by Dr. Elke Leeds, Associate Vice President, Office of Technology Enhanced Learning.
- **All faculty (full or part time) in WCHHS must be certified to teach online.**
- Online Teaching Compensation funds will be disbursed ONLY for courses that have been approved by KSU
- Compensation provided **cannot** exceed the 20% salary cap (33.33% in summer for 9-month faculty).

### Overview:

- The Online Teaching Compensation incentive has been modified to scale compensation across credit hours.
- This will be applicable to both graduate and undergraduate courses.
- Compensation for teaching an online course must be paid as monetary compensation.
- The Office of Technology Enhanced Learning will be providing an electronic form and election system to facilitate notification, record-keeping and routing.
- The online teaching compensation system will now be applied according to the following\*:
  - 1-2 Credit Hours - \$25 per student
  - 3 Credit Hours - \$50 per student
  - 4-5 Credit Hours - \$75 per student
  - 6 Credit Hours - \$100 per student
- \*Enrollments are calculated after the last day to withdraw without academic penalty
- The online teaching compensation continues to apply to online courses that have been internally reviewed according to the KSU Quality Matters guidelines and offered only to the listed faculty of record that hold current online teaching certification.
- Online teaching compensation is included in the last payroll of each semester (December – Fall semester, May – Spring semester, July – Summer semester).

***Failure to meet the conditions of the Compensation Policy will result in no payment. There are no extensions granted, and no exceptions.*** The financial consequences are:

- Not receiving the payment because of a salary cap overage
- Accepting a reduced amount in order to not exceed the applicable salary cap.