

# Academic Affairs Pay Schedule

(Effective Date: Fall 2019)

## I Part-time Instruction

In general, part-time faculty will be paid at a fixed rate per credit hour offering based on the faculty member's highest degree as indicated in the table below. While the scale will apply to most offerings, exceptions may apply to atypical courses such as those involving labs, student teaching and internship supervision, or other situations approved by the Office of Academic Affairs.

Highest Degree	Rate/Credit Hour	9-month Equivalent Salary
Bachelor's	\$ 945	\$ 35,438
Master's	\$ 1,063	\$ 39,863
Doctorate/Terminal	\$ 1,181	\$ 44,288

## II Distance Education Instruction

For qualifying in-load courses, compensation may be provided at a rate outlined in the appropriate chart below. Percentages are calculated based on the faculty member's 9-month equivalent salary. If a course is an overload or contracted outside the normal contract period of the faculty member, the stipend is paid in addition to the appropriate overload or summer compensation. On-line courses which are part of a distance education program qualify for a stipend, but courses offered on-line to students from the main campus do not qualify. Hybrid and face-to-face courses must be taught at a site that is at least 30 miles from the Boone campus or the faculty member's assigned duty station to qualify for a stipend. Other courses excluded from the policy include distance education offerings when there are equivalent campus courses for which travel is an inherent part of instructing the course. Examples may include internships, student teaching, study abroad or other field-based courses.

Online					
Effective Date	Fall 2019	Summer 2020	Summer 2021	Summer 2022	Summer 2023
Percentage	4.0%	3.0%	2.0%	1.0%	0.0%

Face to Face >60 miles from Boone Campus or Faculty Duty Station					
Effective Date	Fall 2019	Summer 2020	Summer 2021	Summer 2022	Summer 2023 and Beyond
8+ Class Meetings	4.5%	4.0%	3.5%	3.0%	2.5%
<8 Class Meetings	3.0%	2.5%	2.0%	1.5%	1.0%

Face to Face 30-60 miles from Boone Campus or Faculty Duty Station					
Effective Date	Fall 2019	Summer 2020	Summer 2021	Summer 2022	Summer 2023 and Beyond
8+ Class Meetings	3.5%	3.0%	2.5%	2.0%	1.5%
<8 Class Meetings	2.5%	2.0%	1.5%	1.0%	0.5%

### III Summer Instruction

For qualifying courses, compensation may be provided at a rate equal to 2 2/3% of the faculty member's 9-month equivalent salary per credit hour of delivery or the part-time instruction schedule in section I, whichever is greater. Internship supervision, revenue-generated courses, and other atypical offerings are excluded as qualifying courses for this policy and may be compensated using a different metric. The compensation for a revenue-generated course may not exceed the rate specified above for a regular course offering.