



A Presentation on Development of WPI Summer Compensation Policy

Results and Process

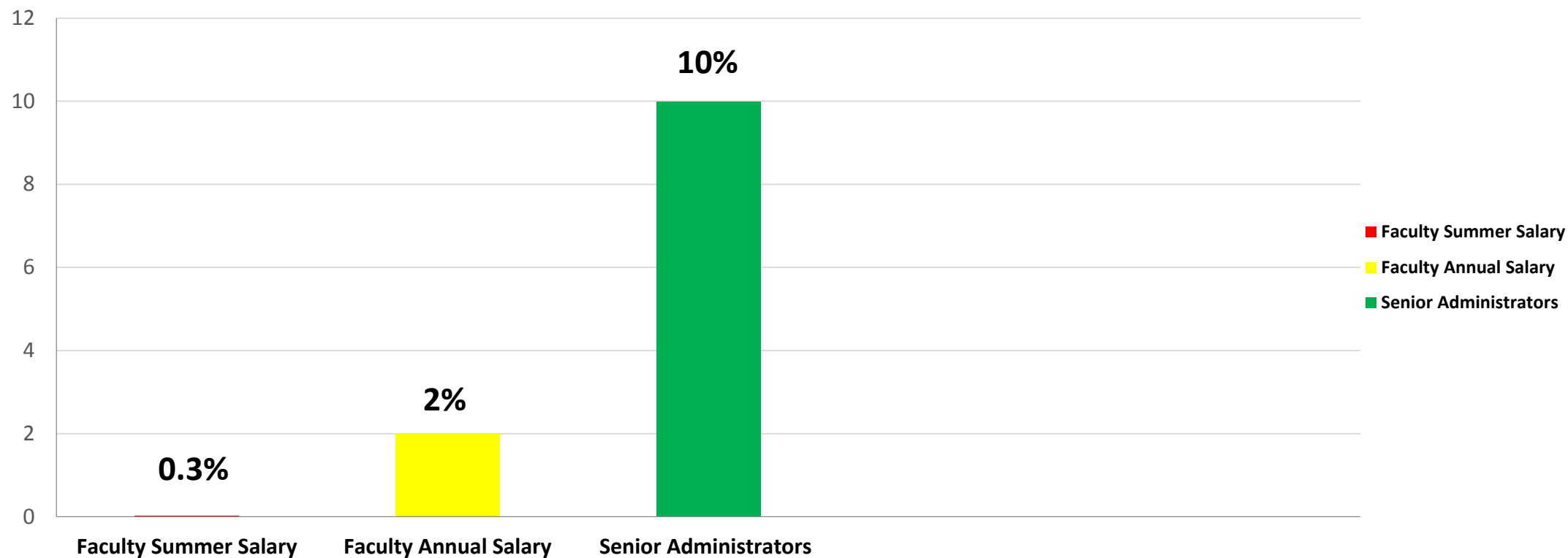
By

Hossein Hakim



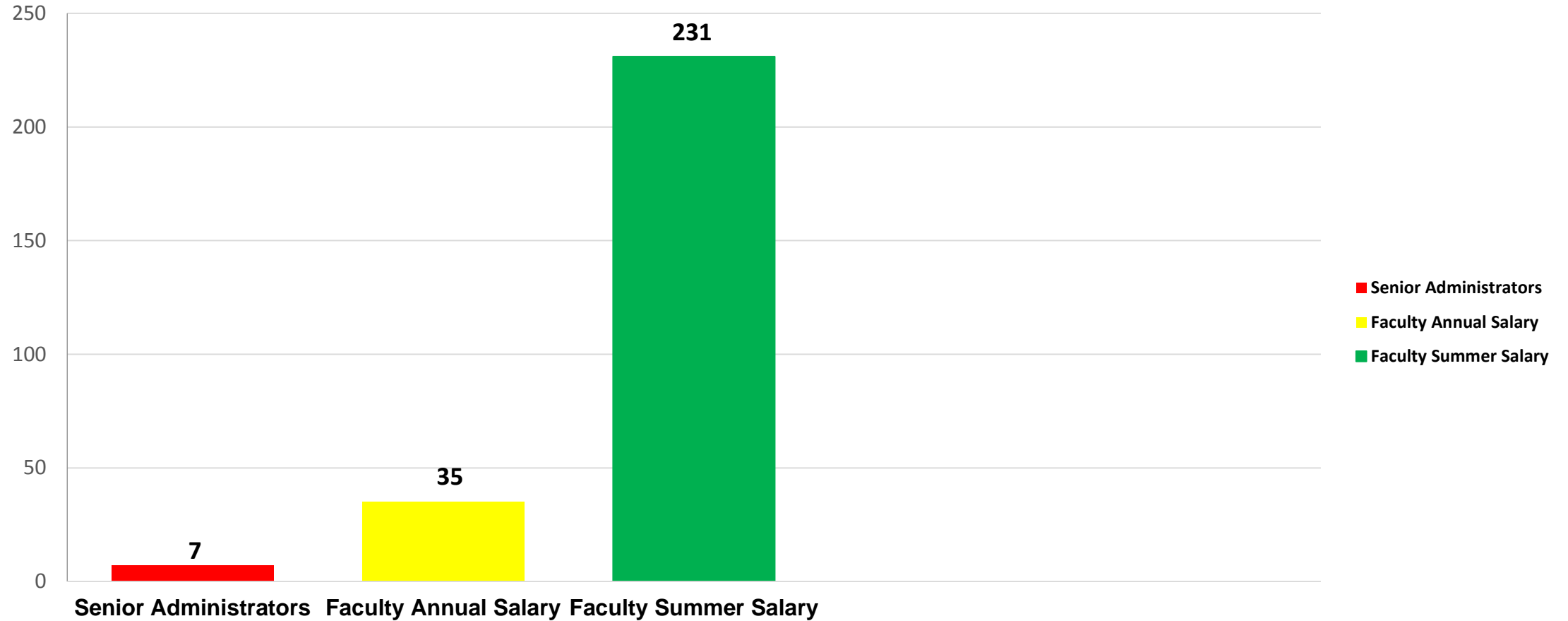
Average Salary Increase Per Year

over the last 10 years





Number of Years to Double Your Salary





Summer Compensation Issues

- 1. Raised only 3 percent over the last 10 years (\$15 per year)! Why?**
- 2. Inconsistent compensation policies were maintained! Why?**
- 3. Inconsistencies are planned to be continued! Why?**
- 4. Do we have Online Teaching Standards? Are they clearly defined?**
- 5. Does Benchmarking Matter? Why?**



Summer Compensation Policy Approved by Provost

- **Compensation for courses in summer 2016 will be based on the previous 2015 compensation rates, increased by 10%.**
- **After the summer of 2016, summer compensation will be increased at the same rate as annual salary pool, as approved by the BOT.**
- **For those who teach 2 simultaneous sections of the same course in the same part of term, one in class and one online, the online course should be enhanced so that the delivery is more effective for the online student. Therefore, to earn 100% compensation for the online section, faculty members will be required to incorporate online best practices into their course. This can be achieved by participating in course development initiatives sponsored or approved by WPI. **Those faculty who choose not to incorporate online best practices in their course (when teaching both the simultaneous in-class and online section) will be compensated at a 50% rate for the online section.****



FAP/HH Proposed Summer Compensation Policy

- **Tenured, tenure track, and non-tenure track faculty who are full-time, will be paid 1/90 of their nine-month salary, for teaching or advising one student for 1/3 unit (three credit hours) of academic activities. The compensation per course will be capped at one month of the salary of the course instructor.**
- **Part time faculty will be paid 1/10 of their compensation for teaching one course, for teaching or advising one student for 1/3 unit (three credit hours) of academic activities. The compensation per course will be capped at the compensation of faculty for one course.**
- **IGSD will be allowed to develop its own policy in consultation with the Provost's Office, as their cost structure is different than on campus project advising.**
- **The faculty whose compensation will be negatively impacted during the transition to the new policy will receive a one-time special bonus in summer 2016 to minimize this negative impact. This bonus will be determined by the Provost's Office.**
- **The faculty who teach on-line courses will receive the same compensation as stated above. CAP should be asked to define clear guidelines as what are the responsibilities of faculty for online-course instruction.**



Rational Provided by the Provost for Rejection of FAP Proposed Policy

- **We are uncomfortable endorsing a compensation policy which would provide any faculty member who teaches in the summer LESS compensation than they had received in prior years.**
- **The recommendation did not address summer faculty members who do not have full-time salaries at WPI, including part-time NTTs and PhD students.**
- **The recommendation produced significant variability in what is paid to the summer faculty as it is based on 1/9 of the salary and an enrollment cap/floor (i.e. each faculty member would be paid a different amount based on academic year salary and enrollment). Based on the fact that the summer session is administered by a lean staff and that an individual faculty member's summer compensation will be uncertain until registration is closed, it is our opinion that operationalizing the recommendation is impractical.**
- **The recommendation did not address the issue of teaching two sections the same course simultaneously (one in an online section) for double compensation.**

MEMORANDUM

To: All WPI Faculty
From: Arthur C. Heinricher, Dean of Undergraduate Studies
Date: April 15, 2015
Subject: E-term 2015

E-term 2015 Policy and Payroll Information

- **Minimum enrollment to run as a regular course is 5 students.** Courses with fewer than five will be cancelled but the faculty has the option to run the course as an independent study and will be reimbursed at 1/5 the full-course rate per student.
- Pay rates are based on faculty rank and credit weight of courses. See chart below for details.
- Online classes will be treated as separate classes if they meet the minimum enrollments. If they do not, faculty will have the option of cancelling the online section OR combining the online and campus-based sections to form a single class and be compensated as such.

Salary Scale for E-term 2015

E-term salary is paid in addition to A-D term salary and is generally considered “out of load.” For non-tenure-track faculty on a 12-month contract for whom summer teaching is defined as part of the faculty’s regular responsibilities, no additional salary is provided.

COURSES & PROJECTS

Faculty Rank	For 1/3 unit courses*	For 10wk, 42 hour Graduate Courses**	Projects: MQP, IQP, ISP, ISG, PQP
Instructor	\$4500	\$4840	\$550 per student per 1/3 unit \$183.33 per credit hour
Assistant Professor	\$5300	\$5698	\$595 per student per 1/3 unit \$198.33 per credit hour
Associate Professor	\$5516	\$5930	\$620 per student per 1/3 unit \$206.66 per credit hour
Professor	\$5732	\$6162	\$640 per student per 1/3 unit \$213.33 per credit hour

* For Undergraduate courses carrying less than 1/3 unit, salary will be pro-rated.

** These rates apply to 3-credit graduate courses. This formula does not automatically apply to 2-credit or to cross-listed courses. Academic Dean approval required.

- Any project conducted at off-campus residential sites not arranged through the IGSD global program, must be approved in advance by the Provost’s office.
- There is no additional compensation for advising DR, THES, PHD except in special cases with approval of your Academic Dean.