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**TO:** Karen Gipson, Chair, ECS/UAS; Marie Mckendall , Chair Faculty Personnel Policies Committee

**FROM:** Robert Hollister, Chair, FSBC

**SUBJECT:** Extra Compensation

**DATE:** January 20, 2014

**CC:** Lisa Surman Haight, Senate Assistant

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**Motion**

The FSBC proposes that Faculty Handbook and corresponding Administrative Handbook language be changed to read as follows:

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**Chapter 4: Faculty Personnel Policies**

(directly reproduced from the Administrative Manual, Chapter 4, Section 2, Faculty)

**2.20 Salary Administration**

**3. Extra Compensation.** Extra compensation, except as provided in [Section 2.30.7](#) (Alternate Service), is determined as follows:

**A.** For extra semester situations for faculty on academic year appointments extra compensation shall be calculated according to the following method:

1. For 1 through 6 equivalent contact hours, 3.33 percent of the individual's previous academic year's base salary per equivalent contact hour or 10.0 percent for 3 credits.

2. All additional credits are at a minimum of ~~\$700.00~~ \$1,000.00 per credit.

In this section, an equivalent contact hour, as defined in the full-time teaching load definition, is equal to one contact hour taught in lecture, discussion or lecture-discussion format; two equivalent contact hours are equal to three contact hours taught in laboratory or studio format.

**B.** Faculty who teach courses outside of and in addition to their normal full-time responsibilities shall be paid extra compensation at a minimum of ~~\$700.00~~ \$1,000.00 per credit hour per semester. This amount shall be appropriately prorated for teaching more than or less than three credits or where responsibility is shared with other faculty.

Faculty teaching courses off-campus shall be reimbursed for actual and reasonable expenses above those normally associated with transportation to and from the university in accordance with the university travel policy.

**C.** Extra compensation for faculty for other than teaching and related responsibilities shall be determined by the Appointing Officer with the approval of the Provost/Vice President for Academic Affairs.

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**Rationale**

As part of FSBC's charge, we are required to evaluate faculty compensation and benefits by comparing them to Michigan public universities and as such we reviewed Extra compensation.

FSBC recognizes that extra compensation for teaching is and should be rare. Most situations where faculty are asked to teach additional courses can and should be addressed within the flexibility of the University Workload policy. The rare occurrences where a faculty member is asked to fill a course on very short notice are typically due to extreme circumstances (often involving the health of a colleague) and it may not be possible to adjust workload within that semester or academic year. We ask that FPPC evaluate faculty workload policy to assure that it can accommodate such occurrences.

However FSBC also recognizes that there are very rare occurrences where it may not be possible or desirable to accommodate additional teaching within normal workload; in these cases faculty have and should be provided with extra compensation. When comparing extra compensation for additional teaching to statewide rates, GVSU ranks third from the bottom (Table 1 below) and is more than \$800 below the average for a three credit course. As such, our position (since November 2007) remains unchanged: extra compensation should be increased. An adjustment based solely on 20 years of inflation (interval, roughly, since last change in the overload compensation rate) would require extra compensation be increased to a minimum of \$1000 per credit hour.

**Table 1**  
**Extra Compensation for Michigan Public Universities**

<b>University</b>	<b>Overload Compensation</b>
Michigan State University	-
Michigan Tech University	-
University of Michigan - Ann Arbor <sup>#</sup>	-
University of Michigan - Flint <sup>#</sup>	-
University of Michigan - Dearborn <sup>#</sup>	6,250
Eastern Michigan University	5,100
Central Michigan University	4,410
Western Michigan University <sup>#</sup>	3,183
Northern Michigan University	3,150
Lake Superior State University	2,484
Wayne State University	2,484
<b>Grand Valley State University</b>	<b>2,100</b>
Saginaw Valley State University <sup>#</sup>	2,100
Oakland University	1,200
<u>Ferris State University</u>	225
Average	2,971