
TO: Figen Mekik, Chair, ECS/UAS

FROM: Robert (Bob) Hollister, Chair, FSBC

SUBJECT: Extra Compensation

DATE: November 2, 2012

CC: Lisa Surman Haight, Senate Assistant

Motion

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

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.

Rationale

As part of FSBC's charge, we are required to evaluate faculty compensation and benefits by comparing them to Michigan public universities. At our September 21 and November 2 meetings, we reviewed Extra compensation.

When comparing extra pay 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

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