

COMPENSATION FOR FACULTY TEACHING OFF-CAMPUS COURSES

Supplemental compensation for teaching off-campus courses for credit is limited to additional travel-related duties and time commitment associated with instructing students at a remote location and not for duties that a faculty member would typically provide for courses offered on campus.

A faculty member teaching an off-campus course will receive one of three types of assignments for the course; namely, regular inload, regular overload, or adjunct. The type of assignment made (and for regular faculty, the term in which it is assigned) will govern the pay scale used in determining the supplement/remuneration for contract purposes. This compensation information addresses only instructional supplements/remuneration and does not pertain to any travel expenses incurred (which are handled separately). Further, information regarding salary caps is not presented in this document. (The “Policy on Supplemental Compensation for Professional Services to the University” provides complete details regarding faculty compensation. A copy of the policy is available in the Office of Academic Affairs.)

The instructional supplement offered per off-campus course is a specified percentage of the 9-month salary based on the distance of the remote location from Boone as outlined below. In instances where a home base other than Boone has been approved by Appalachian, distance will be figured from that home base. All mileage figures below are one way. If the distance to the off-campus course site is less than 20 miles, an additive for travel time cannot be made.

Distance Zone	College (miles)	Percentage of Salary
1 (20-40 miles)	Caldwell Community College and Technical Institute, Hudson (35)	2%
	Mayland Community College, Spruce Pine (37)	
	Wilkes Community College, Wilkesboro (35)	
2 (41-60 miles)	Alexander Center of CVCC, Taylorsville (51)	3.5%
	Catawba Valley Community College, Hickory (50)	
	Hickory Metropolitan Higher Education Center (51)	
	McDowell Technical Community College, Marion (54)	
	Western Piedmont Community College, Morganton (47)	
3 (Over 60 miles)	Cleveland Community College, Shelby (85)	4.5%
	Forsyth Technical Community College, Winston Salem (85)	
	Isothermal Community College, Spindale (79)	
	Surry Community College, Dobson (78)	
	Surry Community College Yadkin Center, Yadkinville (64)	
	Winston-Salem Graduate Center, Winston-Salem (87)	

DISTANCE ZONE CHART

Pay Scale for Regular Inload Assignment for Fall and Spring Semester Assignments

A faculty member teaching an off-campus course as an inload assignment will receive a supplement calculated as follows: $9\text{-month faculty salary}^* \times \text{Percentage based on distance zone}$

Pay Scale for Regular Overload Assignment for Fall and Spring Semester Assignments

A faculty member teaching an off-campus course as an overload assignment will receive the same supplement as would be given for an inload assignment plus an overload pay additive. The overload assignment stipend is calculated as follows: $(9\text{-month faculty salary}^* \times \text{Percentage based on distance zone}) + \text{Overload pay}$

Overload pay is based upon the faculty member’s highest degree and the course credit hours:

Highest Degree	9-Month Equivalent Salary	Rate Per Credit Hour	Rate Per 3-Credit-Hour Course
Bachelor	\$ 33,750	\$ 900	\$ 2,700
Master	\$ 37,950	\$ 1,012	\$ 3,036
Doctorate / Terminal	\$ 42,188	\$ 1,125	\$ 3,375

*The 9-month faculty salary is defined as the faculty member’s actual salary or the 9-month equivalent salary (shown in the chart above), whichever is greater.

Pay Scale for Regular (non-adjunct) Faculty Assignments During Summer Term

Regular (non-adjunct) faculty will be contracted at a rate of 2 2/3% of their 9-month equivalent salary* per credit hours of instruction. Excluding internship supervision, revenue-generated courses, or other non-typical course offerings, faculty will be compensated at no less than the minimum rate applied to part-time faculty during the academic year. For distance education courses taught in the summer, additional compensation associated with travel-related duties and time commitment applies per the guidelines specified in the “Pay Scale for Regular Inload Assignment for Fall and Spring Semester Assignments” above.

Pay Scale for Adjunct Assignment

A faculty member teaching an off-campus course with an adjunct assignment will be remunerated based upon the 9-month faculty equivalent salary rate per credit hour. Additionally, the respective dean will determine if the distance traveled to the off-campus course site from the faculty member’s home base will warrant an additive for travel time. The salary for an adjunct assignment is calculated as follows:

9-month equivalent salary rate per credit hr x No. of credit hrs

Highest Degree Earned by Faculty Member	9-Month Equivalent Salary	Rate Per Credit Hour	Rate Per 3-Credit-Hour Course
Bachelor	\$ 33,750	\$ 900	\$ 2,700
Master	\$ 37,950	\$ 1,012	\$ 3,036
Doctorate / Terminal	\$ 42,188	\$ 1,125	\$ 3,375

If the distance traveled to the off-campus course site warrants a travel time additive, the additive is calculated as follows:

9-month equivalent salary x Percentage based upon approved distance zone

Highest Degree Earned by Faculty Member	9-Month Equivalent Salary	Distance Zone 1 (2%)	Distance Zone 2 (3.5%)	Distance Zone 3 (4.5%)
Bachelor	\$ 33,750	\$ 675	\$ 1181	\$ 1519
Master	\$ 37,950	\$ 759	\$ 1328	\$ 1708
Doctorate / Terminal	\$ 42,188	\$ 844	\$ 1477	\$ 1899

*The 9-month faculty salary is defined as the faculty member’s actual salary or the 9-month equivalent salary (shown in the chart above), whichever is greater.