

**Ozarka College  
Board of Trustees  
Academic Affairs Committee Meeting  
Wednesday, June 5, 2013  
President's Conference Room – Administration Building  
3:00 p.m.**

Item No.

1. Call to Order
2. Discussion Items
  - A. Compensation of Faculty
    1. Compensation Proposal with Supporting Evidence
    2. Proposed Board Policy Revision
3. Adjournment

**Ozarka College  
Board of Trustees  
Academic Affairs Committee Meeting  
Discussion Item A.1 – 2013-2014 Adjunct Faculty and Overload Compensation Proposal**

**Proposed Compensation (Adjunct Faculty & Overload): \$525 per credit hour for class sizes of 8-25 students with a hard cap of 30 students.** Compensation proposal is to go into effect on August 19, 2013.

**Note 1** (Independent Studies): Faculty members are compensated at the rate of \$65 per credit hour and per student for Independent Study classes, which are rarely employed. ( $\$525/8 =$  approximately \$65)

**Note 2** (Compressed Video): Classes which are taught over Compressed Video are not limited by class ceiling for total size; however, the class size is limited by site.

**Note 3** (Specialized Classes): The proposed credit hour rate does not apply to specialized classes such as Student Success and the Capstone courses. The compensation for these classes will remain unchanged.

**Note 4** (Exceptions to minimum class size):

- Courses associated with new programs, sites, or offering time
- Courses only offered once a year or developmental classes only offered once per semester
- Courses required because of existing 2+2 agreements
- ALL Exceptions Require VPAA prior approval
- Division Chairs and Faculty Leadership will always strive to maximize individual class enrollment

**Procedure:** Classes are assessed throughout enrollment process and classes are finalized by the Friday or by final business day before classes begin.

**Cost Analysis:** Applying the above proposed compensation package to faculty overload and adjunct faculty compensation over the previous two academic years, the college would incur approximately 1.2% increase in overall compensation or an increase of approximately \$5000-\$7,000 annually.

**Benefits:**

- 1) Maintain a healthy class size balance
  - a. Raising firm ceiling to 30 allows classes to be spilt with a 15/16 class size rather than a 13/13 class size
  - b. Raising firm ceiling to 30 allows fewer classes to be posted compared to a ceiling of 25

- 2) Increases predictability in budgeting and in posting classes
  - a. Classes either make or do not make
  - b. Removes ambiguity regarding “when” class size snapshot will be taken
  
- 3) Allows the College to remain competitive in attracting and retaining quality part-time faculty members.
  - a. The state average adjunct faculty compensation for 2012/2013 academic year was \$530 per credit hour.
  - b. Ozarka College has approximately 40 full-time faculty members and uses approximately 70 adjunct faculty members per fall and spring semester. This ratio of adjunct faculty members to full-time faculty members is one of the highest in the state (i.e. Ozarka College uses more adjunct faculty compared to full-time faculty than our fellow two-year colleges).

**Ozarka College  
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Discussion Item A.2: Proposed Board Policy Revision**

Please see attachment.