

Proposal:

Approve an adjustment to the full-time faculty overload compensation formula.

Rationale:

Currently, the full-time faculty course overload compensation formula is not aligned with other state, two year institutions except one. Because of this, Ozarka College full-time faculty are underpaid in comparison with peer institutions. Academic Affairs would like to change the overload pay format for full-time faculty from the current formula to compensation at the normal adjunct faculty rate which would be more aligned with the rest of the state.

The change would be as follows:

From

Credit Hours: (Total # of credit hours) – 15 X \$300
Preps: (Total # of preps) – 3 X \$200
Students: (Total # of students) – 100 X \$10

To

(Total # of credit hours) – 15 X \$500

This change not only simplifies the overload calculation process, but brings full-time faculty overload compensation in line with at least 95% of other state two-year colleges. The cost is minimal. In our past two semesters, which were our highest enrollment semesters, the difference between the current pay formula and the proposed change for fall 2010 was approximately \$1,330, and the difference in Spring 2011 was approximately \$2,800. Academic Affairs and Administrative Council recommend approval of this change.