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ABSTRACT

A survey was sent to 58 chief academic officers to gain information about compensation for instructional overloads and summer employment at public and private Texas colleges and universities. Responses were received from 42 institutions. Only two indicated that their institutions did not have a uniform policy guiding summer compensation amounts. The senior-level institutions favored compensating summer instructional duties by using a formula based on a percentage of the faculty member's 9-month salary, with the percentage for the 9 senior public institutions varying from 8.3% per 3-hour course to 11.1%. Policies at the 13 private senior-level institutions were less homogeneous, and the compensation was more likely to be a specified amount regardless of the 9-month salary. The junior and community colleges compensated through stipends. These institutions generally based compensation on course size and/or course level. Six of the responding institutions anticipated a change in the method of compensating faculty for summer courses. A similar study was done on compensation for instructional overload. The study found that course stipends are the predominant instructional overload compensation method employed in Texas. As in the first study, six institutions anticipated future changes occurring in this area. (SLD)

Compensation for Overloads and Summer Employment: A Survey of Current Practice in Texas

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When examining faculty compensation benchmarks, Texas college and university administrators have several useful sources upon which to obtain comparative salary data.

Organizations routinely providing comparative salary information include the following:

- Texas Higher Education Coordinating Board (THECB)

Report Titles: 1) Public Universities Average Budgeted Faculty Salary by Rank
FY 2000 (Fall 1999 doubled)
www.thecb.state.tx.us/divisions/finance/faculty/srcofy00.htm
2) Prep On-line
www.thecb.state.tx.us/netvisual/menu.htm
3) Public Two-Year Institutions Average Faculty Salaries For Full-Time
Faculty FY 1998 (Nine Months)
www.thecb.state.tx.us/divisions/finance/faculty/jrcofy98.htm

- American Association of University Professors (AAUP)

Report Titles: Annual Report on the Economic Status of the Profession.
Published annually in the March-April issue of *Academe*.
Summary data from the AAUP published annually in *The Chronicle of
Higher Education* (usually April).

- National Center for Educational Statistics (NCES)

Report Titles: IPEDS Faculty Salaries
nces.ed.gov/Iped/facultysalaries.html (as of Feb 8, 2001, 1997-98 is latest
available on this site)

- John Minter Associates

Report Title: Faculty Salary Data 1999-2000 (Fee Required)
www.jma-inc.net/products/Faculty_Salaries/index.shtml

- College and University Personnel Association (CUPA).

Report Titles: 1999-2000 National Faculty Salary Survey—Private (Fee Required)
1999-2000 National Faculty Salary Survey—Public (Fee Required)
www.cupahr.org/cbsurvey/compbene.htm

- Oklahoma State University Faculty Salary Survey By Discipline

Report Title: Oklahoma State University. Faculty Salary Survey By Discipline (Fee Required)
National Association of State Universities and Land Grant Colleges
Call (405) 744-6897, they will fax order forms

- Texas Community College Teachers Association

Report Title: Survey of Faculty Salaries – Texas Public Community Colleges – 2000-2001
Published in the *TCCTA Messenger*, December 2000.
1999-2000 data available at: www.tccta.org/publications.html

While all seven organizations provide useful data, little information is available concerning compensation for instructional overloads and summer employment. To gain additional data concerning overload and summer compensation in Texas, a compensation survey was mailed to 58 chief academic officers.

Survey Instrument

The two page survey instrument requested information on the following institutional characteristics and compensation policies:

Characteristics

- a) control and level of institution
- b) fall 2000 headcount enrollment
- c) number of full-time instructional faculty (fall 2000)

Compensation for Summer Employment

- a) uniform policy?
- b) calculation method
- c) when considering workload, are graduate and undergraduate courses equal?
- d) anticipate change during next year?

Compensation for Instructional Overloads

- a) uniform policy?
- b) calculation method
- c) anticipate change during next year?

Survey Method

Using a systematic sampling procedure, fifty-eight institutions of higher education were selected for study. A list of institutions by Carnegie classifications served as the sampling frame. Survey instruments and personalized letters were sent to each institution's chief academic officer. Chief academic officers were identified by a list provided by the Texas Higher Education Coordinating Board (public institutions) and the Higher Education Program Directory (private institutions).

Survey Results – Summer Compensation

Responses were received from 42 colleges and universities. Response rates by institutional category are presented below.

<i>Institutional Category</i>	<i># Returned</i>	<i>Response Rate</i>
Public Seniors	10	71%
Private Seniors	13	72%
Junior/Community Colleges	19	73%
TOTAL	42	72%

Compensation for Summer Employment

Only two respondents (one senior-level and one community college) indicated that their institution did not have a uniform policy guiding summer compensation amounts.

Methods employed for calculating summer faculty compensation differed across institutional types. Clearly, Texas senior-level institutions favor compensating summer instructional duties by using a formula based upon a percentage of the faculty member's 9-month salary. Responses from all public senior-level institutions indicating uniform policies are presented below.

Public Seniors n=9;

<i>Compensation Method</i>	<i>Percentage Amount</i>
Percent of 9 month	8.3% per 3 SCH course
Percent of 9 month	8.3% per 3 SCH course
Percent of 9 month	8.3% per 3 SCH course
Percent of 9 month	8.3% per 3 SCH course
Percent of 9 month	8.3% per 3 SCH course
Percent of 9 month	8.3% per 3 SCH course
Percent of 9 month	8.3% per 3 SCH course
Percent of 9 month	8.5% per 3 SCH course
Percent of 9 month	11.1% per 3 SCH course

Texas private senior-level institutions are less homogeneous regarding summer compensation policies. Course stipends are the most common form of compensation. Responses from all private senior-level institutions indicating uniform policies are presented below.

Private Seniors, n=13

<i>Compensation Method</i>	<i>Percentage Amount</i>
Stipend	\$1800 - \$2000 per 3 hr. course
Stipend	\$3,065
Stipend	\$1,800 base, plus \$90 per student over 6
Stipend	\$1100 - \$1325 depending upon faculty rank
Stipend	\$1600-\$2000 depending upon faculty rank
Stipend	\$2200-\$2500 depending upon course level
Stipend	\$2200-\$3000 depending upon course level
Percent of 9 month	10% per course
Percent of 9 month	12.5% per course
Other	combination of % of 9-month and # of students; max \$4200 per course
Other	Varies by school and course level; range \$2462 - \$3690
Other	75% of individual student tuition cost up to a maximum of 12 students
Other	1/2 monthly salary per course

Texas junior and community colleges primarily compensate using stipends. Responses from all junior and community colleges are presented below.

Junior and Community Colleges, n=18

<i>Compensation Method</i>	<i>Percentage Amount</i>
stipend	\$1550-1850
stipend	\$1,973
stipend	\$1,500
stipend	\$1,200
stipend	\$1,065
stipend	\$1,050, \$1100, or \$1350 depending on location
stipend	\$550-\$707 per credit hour
stipend	\$1005 (master's), \$1080 (doctoral)
stipend	\$450 per teaching hour
stipend	schedule based upon degree level and experience
stipend	\$974 - \$1461 depending upon academic qualifications
stipend	\$1432 per course

stipend	\$350 credit hour
Percent of 9 month	same monthly salary as 9-month contract, full-time
Percent of 9 month	Missing Data
Percent of 9 month	Missing Data
Percent of 9 month	100% possible for 3 months (12 hrs)
other	\$2000 - \$3500, based upon degree and experience

Summer Compensation Policy Changes

Six out of the 42 respondents indicated that they anticipated future (next year) changes in their summer compensation policies. The four private senior-level institutions and two community colleges indicated a desire to INCREASE faculty compensation.

Instructional Overload Compensation

Clearly, course stipends are the predominant instructional overload compensation method employed in Texas. Responses from each institution, grouped by category are presented below.

Public Seniors, n=10

<i>Compensation Method</i>	<i>Amount</i>
Stipend	\$1,500
Stipend	\$2,000
Stipend	\$2,000
Stipend	\$2,050
Stipend	\$2000 - \$2500
Stipend	equal to departmental adjunct pay
Stipend	varies according to faculty rank and SCH
Other	varies by discipline, course size, and funds available
no overloads	
Missing	generally not compensated

Private Seniors, n=13

<i>Compensation Method</i>	<i>Amount</i>
Stipend	\$2,265
Stipend	\$1,800, but varies upward in high demand areas
Stipend	\$1800 - \$2000
Stipend	\$2200-\$2500 depending upon course level
Stipend	\$2200-\$3000 depending upon course level
Stipend	range \$1100 - \$1325 depending upon faculty rank

Stipend	range \$2000-\$2400 depending upon faculty rank
Percent of 9 month	12.5% per course
Other	varies across campus
Other	varies by school and course level; range \$2217-\$2951
no overloads	
no compensation	course reduction during following semester
no compensation	course reduction during following semester

Junior and Community Colleges, n=19

<i>Compensation Method</i>	<i>Amount</i>
Stipend	\$1,065
Stipend	\$1,200
Stipend	\$1,200
Stipend	\$1,350
Stipend	\$1,500
Stipend	\$1,973
Stipend	\$1,050, \$1100, or \$1350 depending on location
Stipend	\$1005 (master's), \$1080 (doctoral)
Stipend	\$1432 per course
Stipend	\$350 credit hour
Stipend	\$450 per teaching hour
Stipend	\$472 per semester credit hour
Stipend	\$550-\$707 per credit hour
Stipend	\$974 - \$1461 depending upon academic qualifications
Stipend	schedule based upon degree level and experience
Stipend	\$1350 - \$1800, based upon degree and experience
Other	\$30 per lecture contact hour, \$20 per lab contact hour
Other	depends upon clock hours and experience
Other	formula based upon number of class hours and contact hours

Instructional Overload Compensation Change

Six out of the 42 respondents indicated that they anticipated future (next year) changes in their summer compensation policies. The two private senior-level institutions and three community colleges indicated a desire to INCREASE faculty compensation. One community college indicated a change was likely to standardize amounts across campuses-but the net result was unknown.



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