In order to facilitate the collective bargaining process for distance learning compensation at Mid-Plains Community College Area in Nebraska (MPCCA), a phone survey was conducted in 1998. All in-state, public 2-year community colleges were contacted regarding their compensation practices in this area. In addition, a sampling of public 2-year colleges from other states was included, as was one 4-year institution. Survey questions asked whether additional compensation was given to instructors for learning how to prepare a distance education class or for actually preparing it; if extra compensation was given for teaching the class; and if any additional compensation was given, what type was it (i.e., ongoing, or only for the first time the class was taught). Results, based on 20 college respondents, showed that: (1) only two colleges compensated instructors on an ongoing basis for the development of a distance learning course: Elgin Community College, at which additional pay stops after 2 semesters, and MPCCA; (2) nine colleges did not extra compensate faculty for developing or learning to develop a distance learning course; and (3) 10 colleges did not give faculty extra compensation for teaching distance learning courses. A matrix of survey results details compensation by institution. (EMH)
A Sampling of Distance Learning Compensation Practices
1998-99

Prepared by Mid-Plains Community College Area
Office of Institutional Research in Cooperation
With the MPCCA President, and the
Director of Distance Learning at
McCook Community College

Ford M. Craig, Ed.D

November 1998
Distance Learning Compensation

The Phone Survey Process

In order to facilitate the collective bargaining process at Mid Plains Community College Area, a multi-campus community college district in west central and southwest Nebraska, a phone survey was conducted in October of 1998. All in-state, public, two-year community colleges were contacted regarding distance learning compensation practices. In addition, a sampling of public two-year colleges from other states was included, as well as one four-year institution.

Three research questions were used to secure the relevant information:

1. Was there any type of compensation for (a) learning how to prepare a distance learning class or (b) for the actual preparation of a class?

2. Was there any type of extra compensation (money or released time) for teaching the class once it was developed?

3. If there was compensation, was it ongoing? That is, would an instructor continue to receive the additional compensation on an ongoing basis, or was the compensation only for the first time the class was taught?

Survey Results

A matrix chart, which appears on the following pages, was developed to display the results of the survey. In the chart, column one identifies the institution; column two – compensation practices related to course development; column three – compensation practices related to actual instruction and column four – whether or not additional instructional compensation was of an ongoing nature.
## DISTANCE LEARNING
### Compensation Practices

<table>
<thead>
<tr>
<th>Institution</th>
<th>Compensation for Development of Courses</th>
<th>Teaching of Courses</th>
<th>Ongoing</th>
</tr>
</thead>
<tbody>
<tr>
<td>Elgin Comm. College</td>
<td>100.00 for each 8 hours of formal training they attend. Also, 3 hrs of release time for developing an online course.</td>
<td>200.00/class</td>
<td>Additional pay stops after two semesters.</td>
</tr>
<tr>
<td>Western Iowa Tech.</td>
<td>None</td>
<td>350.00 - per class One time payment.</td>
<td>No</td>
</tr>
<tr>
<td>Johnson Comm. College, KS</td>
<td>Release time from 1 course.</td>
<td>None</td>
<td>No</td>
</tr>
<tr>
<td>Northern Wyoming Comm. College District.</td>
<td>None</td>
<td>None</td>
<td>No</td>
</tr>
<tr>
<td>Eastern Iowa Comm. College</td>
<td>Title III Grant is providing for training costs to train instructors how to develop a course.</td>
<td>50.00 per credit hour. 1 time payment.</td>
<td>No</td>
</tr>
<tr>
<td>Central Wyoming Comm. College</td>
<td>Part of a four state consortium. Federal funding: Basic course development - 500.00 to 1500.00.</td>
<td>Part of Regular Load.</td>
<td>No</td>
</tr>
<tr>
<td>Crowder College, MO</td>
<td>None</td>
<td>None</td>
<td>No</td>
</tr>
<tr>
<td>Ozark Technical Comm. College, Missouri</td>
<td>None</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>Central Comm. College, Grand Island, NE</td>
<td>Two hour release time the semester before they teach the class.</td>
<td>In special cases may pay overload one hour of release time the semester of teaching the class.</td>
<td>No</td>
</tr>
<tr>
<td>College Name(s)</td>
<td>Compensation Details</td>
<td>Required Training</td>
<td>Payment Details</td>
</tr>
<tr>
<td>-----------------</td>
<td>----------------------</td>
<td>-------------------</td>
<td>----------------</td>
</tr>
<tr>
<td>Metropolitan Comm. College, Omaha, NE</td>
<td>300.00 to 500.00</td>
<td>None</td>
<td>No</td>
</tr>
<tr>
<td>Northeast Comm. College Norfolk, NE</td>
<td>Training required prior to teaching; institution pays 200.00 to 500.00 of training costs.</td>
<td>None</td>
<td>No</td>
</tr>
<tr>
<td>Southeastern Comm. College Lincoln, NE</td>
<td>First time preparation of course - 3 hrs. of overload pay.</td>
<td>1 hour of release time for a 3 credit hour course they are teaching.</td>
<td></td>
</tr>
<tr>
<td>Western Nebraska Comm. College Area, Scottsbluff, NE</td>
<td>First time development fee of 125.00 per credit hour.</td>
<td>None</td>
<td>No</td>
</tr>
<tr>
<td>Northern Illinois University</td>
<td>None</td>
<td>$500/course</td>
<td>Yes</td>
</tr>
<tr>
<td>Albuquerque Technical/Vocational Comm College</td>
<td>None</td>
<td>None</td>
<td>No</td>
</tr>
<tr>
<td>Northwestern Michigan Comm. College</td>
<td>None</td>
<td>First-release time or stipend</td>
<td>No</td>
</tr>
<tr>
<td>Florida Comm. College</td>
<td>None</td>
<td>None</td>
<td>No</td>
</tr>
<tr>
<td>El Paso County Comm. College</td>
<td>None</td>
<td>None</td>
<td>No</td>
</tr>
<tr>
<td>Seward County Comm. College</td>
<td>None</td>
<td>None</td>
<td>No</td>
</tr>
<tr>
<td>Mid-Plains Community College Area, North Platte, NE</td>
<td>One-time payment of $300 per credit hour for course development</td>
<td>$200 for each full or partial increment of three off-campus students</td>
<td>Yes</td>
</tr>
</tbody>
</table>
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