



Proposed Agenda Item
Board of Trustees Meeting

Date of Board Meeting: 1-15-19 Date of This Proposal: 12-13-18

SUBJECT (item as it will appear on agenda): Division Chair Compensation

RECOMMENDATION: Approve compensation scale for division chairs, effective spring 2019

BACKGROUND/RATIONALE: The proposal is to fairly compensate division chairs for their administrative responsibilities. Per Regulation 465 Faculty Teaching Loads, division chairs are full-time members of the faculty on 12-month contracts. They receive release time from teaching to fulfill their administrative duties; they typically teach three contact hours per regular term. Besides the release time, division chairs do not receive a higher salary rate other than a pro-rated contract, from 9- or 10.5-months to 12-months. On the other hand, department heads receive additional compensation to serve in their supervisory role and they may teach overloads to earn more salary. The compensation discrepancy between the two administrative levels reached a point where faculty members have been hesitant to accept a division chair role due to the loss of income.

The proposed compensation utilizes a worksheet with a sliding scale similar to that approved for department heads. Categories for compensation include number of full-time faculty supervised, number of campuses where division courses are taught and supervised, number of course sections taught within the division (relates to scheduling workload and enrollment), number of component areas within the core curriculum (relates to assessment of core courses), number of high schools served with dual credit courses (requires additional supervision), external accreditation requirements, and number of degrees and certificates offered. Using fall 2018 enrollment data, the cost to compensate seven division chairs would have been about \$23,000. Enrollment in the spring term is typically less than fall enrollment. Thus, the annual estimated cost is \$46,000. And, division chairs who serve as department heads will only receive compensation from the division chair worksheet and not both.

Estimated Cost and Budgetary Support: \$23,000 available in 2018-19 current operating fund

RESOURCE PERSON(S) [name(s) and title(s)]: Leigh Ann Collins, Vice President of Instruction

SIGNATURES:

Originator
Lac
Cabinet-Level Supervisor

Date
12-13-18
Date

PRESIDENT'S APPROVAL:

Betty A. McCook

1-7-19

Calculation Tables used for Division Chair Compensation Formula

Number of Full-Time Faculty	Full-Time Faculty Multiplier
0	\$ -
1	\$ 100.00
2	\$ 100.00
3	\$ 200.00
4	\$ 200.00
5	\$ 300.00
6	\$ 300.00
7	\$ 400.00
8	\$ 400.00
9	\$ 500.00
10	\$ 500.00
11	\$ 600.00
12	\$ 600.00
13	\$ 700.00
14	\$ 700.00
15	\$ 800.00
16	\$ 800.00
17	\$ 900.00
18	\$ 900.00
19	\$ 1,000.00
20	\$ 1,000.00
21	\$ 1,100.00
22	\$ 1,100.00
23	\$ 1,200.00
24	\$ 1,200.00
25	\$ 1,300.00
26	\$ 1,300.00
27	\$ 1,400.00
28	\$ 1,400.00
29	\$ 1,500.00
30	\$ 1,500.00
31	\$ 1,600.00

Number of Part-Time Faculty	Part-Time Faculty Multiplier
0	\$ -
1	\$ 75.00
2	\$ 75.00
3	\$ 150.00
4	\$ 150.00
5	\$ 225.00
6	\$ 225.00
7	\$ 300.00
8	\$ 300.00
9	\$ 375.00
10	\$ 375.00
11	\$ 450.00
12	\$ 450.00
13	\$ 525.00
14	\$ 525.00
15	\$ 600.00
16	\$ 600.00
17	\$ 675.00
18	\$ 675.00
19	\$ 750.00
20	\$ 750.00
21	\$ 825.00
22	\$ 825.00
23	\$ 900.00
24	\$ 900.00
25	\$ 975.00
26	\$ 975.00
27	\$ 1,050.00
28	\$ 1,050.00

Number of Different Campuses (WH, FBTC, SL, BC)	Campus Multiplier
0	\$ -
1	\$ -
2	\$ 200.00
3	\$ 300.00
4	\$ 400.00

Vocational Degrees/Certificates Offered by Department	Degrees/Certificates Multiplier (Department Head does not qualify if receiving External Accreditation funds)
0	\$ -
1	\$ 200.00
2	\$ 200.00
3	\$ 300.00
4	\$ 400.00
5	\$ 500.00

Number of Sections	Sections Multiplier
0	\$ -
150	\$ 400.00
151	\$ 600.00
152	\$ 600.00
153	\$ 600.00
154	\$ 600.00
155	\$ 600.00
156	\$ 600.00
157	\$ 600.00
158	\$ 600.00
159	\$ 600.00
160	\$ 600.00
161	\$ 600.00
162	\$ 600.00
162	\$ 600.00
164	\$ 600.00
165	\$ 600.00
166	\$ 600.00
167	\$ 600.00
168	\$ 600.00
169	\$ 600.00
170	\$ 600.00
171	\$ 600.00
172	\$ 600.00
173	\$ 600.00
174	\$ 600.00
175	\$ 600.00
176	\$ 600.00
177	\$ 600.00
178	\$ 600.00
179	\$ 600.00
180	\$ 600.00

Number Foundational Components in Core for Division	Core Component Multiplier
0	\$ -
1	\$ 100.00
2	\$ 200.00
3	\$ 300.00
4	\$ 400.00
5	\$ 500.00
6	\$ 600.00
7	\$ 700.00
8	\$ 800.00
9	\$ 900.00

Number of High Schools Served (Dual Credit, ROAR)	H.S. Multiplier
0	\$ -
1	\$ 100.00
2	\$ 100.00
3	\$ 200.00
4	\$ 200.00
5	\$ 300.00
6	\$ 300.00
7	\$ 400.00
8	\$ 400.00
9	\$ 500.00
10	\$ 500.00
11	\$ 600.00
12	\$ 600.00

Calculation Tables used for Division Chair Compensation Formula

Number of Full-Time Faculty	Full-Time Faculty Multiplier
32	\$ 1,600.00
33	\$ 1,700.00
34	\$ 1,700.00
35	\$ 1,800.00
36	\$ 1,800.00
37	\$ 1,900.00
38	\$ 1,900.00
39	\$ 2,000.00
40	\$ 2,000.00

Number of Part-Time Faculty	Part-Time Faculty Multiplier
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Number of Different Campuses (WH, FBTC, SL, BC)	Campus Multiplier
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Vocational Degrees/Certificates Offered by Department	Degrees/Certificates Multiplier (Department Head does not qualify if receiving External Accreditation funds)
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Number of Sections	Sections Multiplier
181	\$ 600.00
182	\$ 600.00
183	\$ 600.00
184	\$ 600.00
185	\$ 600.00
186	\$ 600.00
187	\$ 600.00
188	\$ 600.00
189	\$ 600.00
190	\$ 600.00
191	\$ 600.00
192	\$ 600.00
193	\$ 600.00
194	\$ 600.00
195	\$ 600.00
196	\$ 600.00
197	\$ 600.00
198	\$ 600.00
199	\$ 600.00
200	\$ 600.00
201	\$ 800.00
202	\$ 800.00
203	\$ 800.00
204	\$ 800.00
205	\$ 800.00
206	\$ 800.00
207	\$ 800.00
208	\$ 800.00
209	\$ 800.00
210	\$ 800.00
211	\$ 800.00
212	\$ 800.00

Number Foundational Components in Core for Division	Core Component Multiplier
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Number of High Schools Served (Dual Credit, ROAR)	H.S. Multiplier
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Calculation Tables used for Division Chair Compensation Formula

Number of Full-Time Faculty	Full-Time Faculty Multiplier
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Number of Part-Time Faculty	Part-Time Faculty Multiplier
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Number of Different Campuses (WH, FBTC, SL, BC)	Campus Multiplier
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Vocational Degrees/Certificates Offered by Department	Degrees/Certificates Multiplier (Department Head does not qualify if receiving External Accreditation funds)
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Number of Sections	Sections Multiplier
213	\$ 800.00
214	\$ 800.00
215	\$ 800.00
216	\$ 800.00
217	\$ 800.00
218	\$ 800.00
219	\$ 800.00
220	\$ 800.00
221	\$ 800.00
222	\$ 800.00
223	\$ 800.00
224	\$ 800.00
225	\$ 800.00
226	\$ 800.00
227	\$ 800.00
228	\$ 800.00
229	\$ 800.00
230	\$ 800.00
231	\$ 800.00
232	\$ 800.00
233	\$ 800.00
234	\$ 800.00
325	\$ 800.00
236	\$ 800.00
237	\$ 800.00
238	\$ 800.00
239	\$ 800.00
240	\$ 800.00
241	\$ 800.00
242	\$ 800.00
243	\$ 800.00
244	\$ 800.00

Number Foundational Components in Core for Division	Core Component Multiplier
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Number of High Schools Served (Dual Credit, ROAR)	H.S. Multiplier
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Calculation Tables used for Division Chair Compensation Formula

Number of Full-Time Faculty	Full-Time Faculty Multiplier
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Number of Part-Time Faculty	Part-Time Faculty Multiplier
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Number of Different Campuses (WH, FBTC, SL, BC)	Campus Multiplier
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Vocational Degrees/Certificates Offered by Department	Degrees/Certificates Multiplier (Department Head does not qualify if receiving External Accreditation funds)
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Number of Sections	Sections Multiplier
245	\$ 800.00
246	\$ 800.00
247	\$ 800.00
248	\$ 800.00
249	\$ 800.00
250	\$ 800.00

Number Foundational Components in Core for Division	Core Component Multiplier
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Number of High Schools Served (Dual Credit, ROAR)	H.S. Multiplier
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