1. Revenue Distribution Model: For all online offerings, the college will collect 5% of gross revenue. If an online program is created that is departmentally based, all net revenue will be retained by the department. For college-level courses or programs, the College will retain all net revenue (gross revenue less all expenses/fees). Funds retained by the College will be used to fund strategic initiatives and available to the units annually in the budget request process.

2. Faculty/Staff Compensation Model. The College of Pharmacy seeks to incentivize faculty to develop and teach online courses.
   - Participation in online development and instruction should be defined as either "in-load" (i.e., part of regular teaching assignments), “out of load” (which are governed by University Overload Compensation policy), or summer instruction.
   - Out-of-load or summer compensation can take the form of either "salary days" or university discretionary accounts all subject to university policy.
   - Daily amounts will be calculated based on daily compensation rates based on current salary.
   - All values based on using credit hours for a semester-based academic calendar.

   i. For course development/creation:
      a. 7 days/credit hour for graduate or professional program courses.
      b. 5 days/credit hour for other online courses.
      c. The College will consider additional compensation to a faculty member who developed a course based on recurring net revenue from the course as agreed upon by the Dean and Dept Head, not to exceed 5% of net revenue. Approval is at the discretion of the Dean.

   ii. For course instruction and refresh:

Undergraduate or non-credit courses (per credit hour)

<table>
<thead>
<tr>
<th>Student Enrollment</th>
<th>Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>10-35</td>
<td>$1200</td>
</tr>
<tr>
<td>35-45</td>
<td>$1400</td>
</tr>
<tr>
<td>45+</td>
<td>$1600</td>
</tr>
</tbody>
</table>

Graduate or Professional Program courses (per credit hour)

<table>
<thead>
<tr>
<th>Student Enrollment</th>
<th>Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>10-35</td>
<td>$1500</td>
</tr>
<tr>
<td>35-45</td>
<td>$1750</td>
</tr>
<tr>
<td>45+</td>
<td>$2000</td>
</tr>
</tbody>
</table>
• Example, if a faculty member earning an AY salary of $90,000 creates a 3 credit 800-level course and teaches it one time to an enrollment of 40 students the faculty member would receive:
  o Course creation - Daily compensation rate = (90,000 x 0.02778) [weekly rate as percent of AY salary]/5 workdays per week = $500.04 daily pay rate x 21 (7 days x 3 credit hours) = $10,500.84
  o Course instruction - $1750/credit hour x 3 credits = $5,250
  o Total: $10,500.84 + $5,250 = $15,750.84

• For courses with enrollment less than 10 students, compensation will be pre-negotiated with the faculty member using the Online Course Development Agreement.

• The college reserves the right to negotiate with each faculty member charged with course content creation and/or instruction using the Online Course Development Agreement.

• A “how do I create an online course” FAQ document will be created, but all conversations should begin with the Department Head.

Relevant university policies:

Course and Online Modules (S-1)

Online Course Development Agreement Template

Online Instructor Agreement Template