

College of Pharmacy Faculty Compensation and Revenue Plan

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)

Student Enrollment	Compensation
10-35	\$1200
35-45	\$1400
45+	\$1600

Graduate or Professional Program courses (per credit hour)

Student Enrollment	Compensation
10-35	\$1500
35-45	\$1750
45+	\$2000

- 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:
 - Course creation - Daily compensation rate = $(90,000 \times 0.02778)$
[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
 - Course instruction - \$1750/credit hour x 3 credits = \$5,250
 - 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