

Collaborative Degree Course-Related Salary Policies

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UW Collaborative degree programs are multi-campus degree programs facilitated by UW Extended Campus (UWEX). This document is meant to serve as a reference regarding UWL payment policies for instruction, course development, and course revision within the UW Collaborative degree programs.

UW Collaborative degree programs are housed within UWL academic departments. For each program, that department identifies a faculty member who serves as Academic Director. Within Graduate & Extended Learning, one individual is identified as the campus Program Coordinator for the degree. Finally, there is a UWEX Program Manager for each program.

The policies described here derive from two sources. First, there are agreements and policies laid out by UWEX and followed by all campuses. Second, there are subsidiary agreements and policies laid out by UWL, developed in collaboration between Academic Affairs and Budget and Finance. As a result, the pay structure within UW Collaboratives is similar across the campuses involved, but there are details that are at the discretion of each campus. Any questions can be directed to UWL Graduate & Extended Learning.

Additionally, UWL instructors should be mindful of UW System and [UWL Policy on Overload Payments for Faculty and Instructional Academic Staff](#) and be engaged in a proactive manner regarding appropriate permissions that may be needed.

Payments for teaching

Payment for instruction in a collaborative online degree is handled on an overload basis initially. Once a collaborative online degree reaches the point of revenue-sharing, UWL faculty members may be granted permission to teach collaborative online courses as part of their regular teaching load, following the [policy posted on the Provost's website](#).

Undergraduate course payment policies:

\$1500 - \$2000 per credit for ad hoc instructors; \$2000 per credit for UWL faculty or expert in the field as determined by academic director.

Enrollments for all courses except capstones are capped at 30. Two sections are created when enrollments reach 34. If there are 31-33 enrollments as of the 20-day census date, there is an additional payment to instructor of \$200 per additional student. Capstone course enrollments are capped at 15, and two sections are created when enrollment reaches 17 students.

For established undergraduate UW Collaborative programs, there is an 8 student minimum enrollment for all courses, excluding capstones. UWEX Program Managers may negotiate with instructors to provide faculty compensation at \$500 per student enrolled if enrollment is below 8; otherwise course is cancelled.

Graduate course payment policies:

\$1500 - \$2000 per credit for ad hoc instructors; \$2000 per credit for UWL faculty or expert in the field as determined by academic director.

Enrollments for all courses except capstones are capped at 30. Compensation is tiered based on enrollments. At 21-25 students, instructor receives an additional \$1000. Once enrollments reach 26 students, the instructor has the option to request that a second section be created, or to receive another additional \$1000 in compensation. Whenever possible, an additional instructor for the second section should be secured. If an additional instructor cannot be secured, and the original UWL instructor is willing to teach the second section, the college Dean's permission is required and should take into account the impact on the instructors other obligations to UWL including teaching, scholarship, and service. Two sections are always created if enrollments reach 34 prior to the start of the term. In that case, enrollments will be divided between the two sections, and extra pay as described above will not apply until enrollments within a section again reach 21 students. If course enrollments as of the 20th business day of the academic term exceed the established and approved maximum, faculty will be compensated at a rate of \$200 per additional enrollment.

Capstone course enrollments are capped at 15; two sections are created when enrollment reaches 17 students.

For established UW Collaborative graduate programs, there is an 8 student minimum enrollment for all courses, excluding capstones. UWEX Program Managers may negotiate with instructors to provide faculty compensation at \$500 per student enrolled if enrollment is below 8; otherwise course is cancelled.

Payments for course development and revision

Note: The program Academic Director will begin receiving salary the summer a degree is planned, to compensate them for their role in curriculum development. This includes attending three 2-day meetings and participating in development work between meetings. There is also a \$5000 one-time payment for a second faculty member who is a subject matter expert, to assist with development of degree during the planning summer (attending meetings and work on curriculum between meetings).

Undergraduate course development and revision payment policies:

Instructors are paid on an overload basis \$5000 for each course developed at the completion of the development work.

Courses are scheduled for revision approximately every 2-3 years. Faculty completing a course revision will be paid \$2000 on an overload basis at the completion of the revision work.

Graduate course development and revision payment policies:

Instructors are paid on an overload basis \$5000 for each course developed at the completion of the development work.

Courses are scheduled for revision approximately every 2-3 years. Faculty completing a course revision will be paid \$3000 on an overload basis at the completion of the revision work.