

Motion for Sharing the Gain

I move that faculty be rewarded for teaching oversize classes beginning Spring Semester 2007 based on the following formulation:

- For a person on a four course load:

$$N_a = (C_1 - C_{1a}) + (C_2 - C_{2a}) + (C_3 - C_{2a}) + (C_4 - C_{4a})$$

- For a person on a three course load:

$$N_a = (C_1 - C_{1a}) + (C_2 - C_{2a}) + (C_3 - C_{2a})$$

- For a person on a two course load:

$$N_a = (C_1 - C_{1a}) + (C_2 - C_{2a})$$

N_a – Number of additional students

C_n – The number of students in a class at the end of drop/add

C_{na} – The number of students expected to be in the class base on the historical average for the class during the five preceding academic years beginning with 2005-2006.

If N_a is equal to or greater than 10, but less than 15 the individual would receive the appropriate overload pay as determined by rank. For additional students, the individual would receive overload pay appropriate for rank in increments of 10. For example, for 16 to 25 additional students (N_a) the individual would receive overload pay for two classes, for 26 to 35 for three classes, etc.

Rational:

As enrollment has and is increasing, the student/faculty ratio has and is increasing. Therefore, teaching faculty members have to carry a directly proportional extra workload. The university is gaining an additional \$3,206.00 in tuition and fees per semester for each additional in-state student and an additional \$7,153.00 for an out-of-state student.¹ Based on fundamental principles such as fairness, and good management principles such as rewarding increased productivity, sharing the gain with the faculty members whose workloads are most affected makes both good ethical and business sense.

In a worst case scenario, if the additional 30 hours the individual member is teaching represents two in-state students both carrying 15 hours, the university would receive an additional gross income of \$6412, if the individual is a full professor and receives an overload payment of \$2500, the university still nets \$3912. Thus, a win-win situation is created for both the individual and the university.

¹ All monetary figures are based on data for Fall Semester, 2006.