

The Associate Faculty pay is based on several compensable factors which can vary from course to course. This document provides information how your pay is calculated for each course and contract. To begin, your specific Associate Faculty Base Hourly Rate (BHR) can be found in the Faculty Portal (<https://app.aplnexted.com/login/uagc>). Log in and click “Notes” located under the “Performance” tab on the left-hand menu. Your rate is automatically calculated based on your qualifying pay criteria.

Reference the below chart and calculation example for additional details.

| Base Hourly Rate = Base Compensation + Qualifying Pay Criteria | |
|---|--|
| \$19.25 | <i>Base Pay Rate provided in your Faculty Portal</i> |
| + \$1.50 | <i>For conferred doctorate degree from a regionally accredited institute</i> |
| + \$1.00 | <i>Per teaching tier achieved</i> |
| \$21.75 | Total Hourly Pay Rate (Example) |

| Qualifying Pay Criteria | |
|--------------------------------|---|
| Pay Adjustment | Qualifying Criteria Type |
| + \$1.50 | For conferred doctorate degree from a regionally accredited institute |
| + \$1.00 | For successfully teaching 2,736 course hours (approximate to 36 standard courses) |
| + \$1.00 | For successfully teaching 5,472 course hours (approximate to 72 standard courses) |
| + \$1.00 | For successfully teaching 10,944 course hours (approximate to 144 standard courses) |

Referencing the Weekly Hour Expectation chart, course compensation is calculated by the total number of course hours multiplied by the Base Hourly Rate (the rate can be modified depending on the course level being taught). The total compensation is listed in the “Notes” section which will be set once the student enrollment is finalized on Friday (Day 4) of Week 1 of instruction.

Weekly hour expectations are based on the highest number of students enrolled in the course between the Tuesday (official course start date) to Thursday 11:59pm of the first week of class in which students are present. Should enrollment drop during the course, hourly expectations are based upon the highest enrollment determined during Week 1.

If applicable to a course, Preparation week has a set expectation of four (4) hours.

Course Compensation = Total Course Hours X Base Hourly Rate*

*The Base Hourly Rate can be modified dependent on the level of a course being taught. Undergraduate level courses are taught at the standard rate. Master's level courses increase the Base Hourly Rate by 25% (BHR x 1.25) and Doctoral level courses increase by 30% (BHR x 1.30).

| Base Hourly Rate Adjustments by Course Type | |
|---|------------------------|
| BHR Adjustment | Course Type |
| x 1.00 | Undergraduate Courses |
| x 1.25 | Master's Level Courses |
| x 1.30 | Doctoral Level Courses |

The total course hours are a quantity of the 4-hour Preparation week (if applicable to the course) plus the total of remaining instructional weeks (Grading week included) multiplied by their weekly hour expectation.

Standard Course Calculation (Example):

4 (Prep week) + 6 (Instructional & Grading weeks) X 7 (Hours for 8 students) = 46 Total Course Hours

| Weekly Hour Expectation | | |
|-------------------------|-----------------|-----------------------------|
| Enrollment | Standard Hours* | Expanded & Doctoral Hours** |
| 1 | 4 | 5 |
| 2-4 | 5 | 6 |
| 5-7 | 6 | 7 |
| 8 | 7 | 8 |
| 9-10 | 8 | 9 |
| 11-12 | 9 | 10 |
| 13-14 | 10 | 11 |
| 15-16 | 11 | 12 |
| 17-24 | 12 | 13 |
| 25-34 | 13 | 14 |
| 35-44 | 14 | 15 |
| 45-53 | 15 | 16 |
| 54-60 | 16 | 17 |

*Standard Hours = Undergraduate and Master's Level for Instructional and Grading Weeks

**Expanded & Doctoral Hours = SCI 207 and Doctoral Level for Instructional and Grading Weeks

Fixed-Fee Course Rates

The courses listed below are offered at a fixed amount and are not based off your calculated hourly rate. These courses are associated with a set number of weekly hours and compensation rate.

| Dissertation, Applied Doctoral Project, and In-Residence Workshop Courses | | |
|---|---------------|---|
| Course Pay | Hours (Weeks) | Course Type |
| \$506.25 | 1.25 (9) | Dissertation Course Chair up to proposal approval (RES 8990, RES 8991) |
| \$303.75 | 0.75 (9) | Dissertation Course Chair after proposal approval (RES 8992, RES 8993) |
| \$135.00 | 0.5 (9) | Dissertation Course Committee Member (RES 8990 to RES 8993) |
| \$506.25 | 1.25 (9) | Dissertation I-V Chair (RES 8971-8975) |
| \$506.25 | 1.25 (9) | Applied Doctoral Project Chair for the first five terms (RES 8981 to RES 8985) |
| \$506.25 | 1.25 (9) | Applied Doctoral Project Chair extension up to ADP proposal approval (RES 8986) |
| \$303.75 | 0.75 (9) | Applied Doctoral Project Chair extension after ADP proposal approval (RES 8987) |
| \$135.00 | 0.5 (9) | Applied Doctoral Project Committee Member (RES 8981 to RES 8987) |
| \$135.00 | 0.5 (9) | Dissertation I-V Committee Member (RES 8971-8975) |
| \$800.00 | 16 (1) | Virtual In-Residence Facilitator |

Contact information:

For any questions related to the Associate Faculty Pay Scale, please contact the Faculty Payroll & Compliance Administrators at FacultyPayroll@uagc.edu.