

P-019 MULTI-MODAL PAY

Effective beginning spring 2024, faculty teaching a multi-modal course, as defined in this document, shall be compensated with one credit of overload for each such course as stipulated below. At the university's discretion, the faculty member may instead be compensated with one additional credit of regular load for each such multi-modal course.

Definitions

Multi-Modal Course: An on-campus, in-person course, scheduled at designated class times throughout the duration of the course, that is coupled with additional sections of the course delivered through one or both online modes of instruction:

1. Asynchronous online instruction and online student participation that continues throughout the duration of the course; or,
2. Synchronous online instruction and online participation that occurs simultaneously with the in-person delivery of the course and continues throughout the duration of the course.

For registration purposes, each modality of a multi-modal course is listed as a separate section on the course schedule. Students register for one of these sections and participate in the course as indicated by their registration (in-person, online asynchronous, or online synchronous). The combined enrollment of these sections constitutes the multi-modal course enrollment.

Stipulations

This provision applies to multi-modal courses of three credits or more. Courses of fewer than three credits will receive a prorated amount of additional compensation (i.e. a two-credit multi-modal course receives 2/3 or .67 credits of additional compensation).

The academic deans will consider the combined enrollment for all modalities and the enrollment in each section when making scheduling decisions. Normally, combined enrollment must generate sufficient revenue to offset the costs of offering the course, including the cost of any additional compensation provided.

- Minimum section enrollment must be as follows: at least five students enrolled in the in-person section; a combined total of at least five students enrolled in the online section(s).
- Prior to the start of the semester, courses with insufficient total or section enrollment may be canceled or offered in a single modality.
- Once the semester has begun, section enrollment will be monitored during the drop/add period. A course that continues to meet the minimum required section enrollment at the drop-add deadline will continue to be offered. If section enrollment is below the minimum five-student threshold, the course will be converted to a single modality in consultation with the instructor.

These credits are subject to the overload provision in the IFO contract (Art. 12, Sect. D): "Normally, total workload including overload shall not exceed 16 credits per semester and total overload shall not exceed five credits per academic year or nine-month appointment year."

Policy History

Date of Adoption: April 21, 2025

Date of Last Review: April 21, 2025

Date and Subject of Amendments

4/21/2025 – Initial creation of policy to clarify IFO contract language for multi-modal pay.