

**WORKING GROUP REPORT2**  
**ADIUNCT FACULTY COMPENSATION**  
**COLLEGE OF MICRONESIA-FSM**  
**MAY 2013**

The working group on faculty summer/ overload pay scale is made up of the following: VPAS Joseph Habuchmai, VPIA Mariana Ben Dereas, Senate President Christopher Ross Perkins, Human Resource Director Rencelly Nelson, Business Office Representative Doman Daoas and Dean of Academic Programs Karen Simion.

The working group first met November 21<sup>st</sup>, 2012, and since then has been meeting to come up with the best recommendation to put forward to the Executive Committee. In the first meeting, it was agreed that before discussions could go forward, the group needed data on the following:

- Cost analysis for the summer based on FTE
- Data on total number of faculty working during summer 2011 & 2012
- Total contact hours for 2011 & 2012

December 5<sup>th</sup>, 2012 the working group met again and analyzed the information/data received after the first meeting. Through the discussions, three options for summer/ overload compensation were developed:

- Option I – Flat Rate
  - \$350 per credit for Masters with less than 2 years experience of teaching
  - \$500 per credit for Masters with more than 2 years experience of teaching
- Option II – 40<sup>th</sup> percentile as proposed by the job audit
  - This is based on faculty's current salary rate thus for a new faculty, they would be paid less than one that has been with the college longer.
- Option III – Current Part time rate
  - Using Ross' rate (mid range), the difference between option I, II and III is as follow:
  - \$1500 vs. \$1556.62 vs. \$1260.30 for 3 contact hours.

These options were then shared with the faculty through the Senate Wiki page to see which option they preferred. At the same time, business office conducted a cost analysis on how much it “cost” to run summer courses.

On February 18<sup>th</sup> and 25<sup>th</sup> 2013, the working group met again to discuss further a recommendation to put forward to the Executive Committee for the March Board meeting, from this it was agreed that with the information/data collected there was not enough information to give a permanent recommendation on the summer/overload pay scale issue. From the three options above, it was

concluded from the faculty members' comments through the Senate Wiki page that they wanted the option that would give a higher incentive than one that would give less. Again, the options were reassessed and a new formula was presented by the Senate President:

The current formula used to determine summer/overload pay is based on the old pay scale found in appendix C and D of the college personnel policy.

$\$8.56$  (hourly rate)  $\times 2$  (1 teaching hour and 1 preparation hour) =  $\$17.12 \times 16$ (weeks) =  $\$273.92 \times 20\%$  (incentive) =  $\$328.70$  per contact credit

[http://www.comfsm.fm/hr/files/Personnel%20Policy/pdf/appendix/28%20AppendixC\\_D.pdf](http://www.comfsm.fm/hr/files/Personnel%20Policy/pdf/appendix/28%20AppendixC_D.pdf)

### **PROPOSED FORMULA:**

The hourly rate will be based on your 10-month hourly rate or 20.5 pay periods.

The new formula look like this:

$(20.5 \text{ pay period hourly rate}) \times 2$  (1 teaching hour and 1 preparation hour) =  $\$ \_\_\_ \times 16$ (weeks) =  $\$ \_\_\_ \times 20\%$  (incentive) =  $\_\_\_\_$  (**rate for 1 contact hour**)

In order to calculate your 20.5 pay period rate follow this formula:

Base salary/ 20.5/ 80 =  $\$ \_\_\_$  (20.5 hourly rate)

With this formula, the business office has calculated using actual summer courses to calculate how much it would cost to run the summer course (see attachment). From these cost analysis and the endorsement of the faculty, it is agreed that the above formula would be the one presented to the Executive Committee to recommend to the board for approval.