

## **KSU Education Abroad Faculty Salary Guidelines: Differentiating Course Models on Faculty-Led Programs**

The faculty-led education abroad program Faculty Director serves as the designated leader of a faculty-led education abroad program. Faculty Directors are responsible for the program design, all academic and curricular decision-making as well as onsite teaching for their program. Faculty Directors are also responsible for the complete in-country administration of their programs. Faculty Directors work collaboratively with their assigned Program Coordinator staff to navigate relevant policies, procedures and protocols of the education abroad process as well as recruit and advise students, develop and manage program logistics and manage risk factors. The guidelines below outline the modifications of Education Abroad faculty salary for consistency, equity, and to ensure programs remain affordable for students and within USG finance and compliance guidelines related to compensation and student fees and charges. These guidelines are effective for programs traveling beginning summer 2017.

**Current KSU Faculty-Led Program Salary:**  $\$165 * \# \text{ of Students} * \# \text{ of Credits}$

**Example:**  $\$165 * 10 \text{ students} * 6 \text{ credits} = \$9,900 \text{ Education Abroad Faculty Salary}$

In cases where faculty *do not teach* the course on-the-ground because they have partnered with a local institution or organization to teach the course, the faculty remains the instructor of record and administrator/facilitator. The faculty is also still responsible for submitting the grades. In this case, the faculty serves as the facilitator but is not the onsite instructor. In many cases students pay an additional fee for this service that is included in their program fee (in addition to their tuition for the course). Common examples are courses taught at an international institution, but not by the Faculty Director or Participating Faculty. With this scenario, the faculty salary for administering the course is as follows:

**KSU Faculty-Led Program Salary for facilitating the course:**  $\$82.50 * \# \text{ of Students} * \# \text{ of Credits}$

**Example:**  $\$82.50 * 10 \text{ students} * 6 \text{ credits} = \$4,950 \text{ Education Abroad Total Faculty Salary}$

This model acknowledges faculty input and development of the course, but ensures that the full teaching salary is not attributed to this. In most cases the student also pays a program fee for the additional courses to the international institution. The above model will ensure the student is not over-charged.

**Important Information:** Effective July 1, 2018, Academic Affairs' new overload policy prohibits 12-month faculty from receiving compensation via overload for education abroad programs. Faculty that are teaching on fall or spring programs are also ineligible to receive compensation via overload. Faculty impacted should contact their immediate supervisor to determine eligibility for in-load compensation.

*\*This only impacts program designs that have courses that are not taught by the KSU Faculty Director.*

*\*\*This does not apply to courses with guest lecturers.*

*\*\*\*Faculty can develop a program with both course models, but the salary for each course will differ.*