Distance Education Faculty Competencies and Compensation 7.9
Original Implementation: August 1, 2000
Last Revision: October 18, 2010

Instructional modality for delivery of curriculum should be driven by student need, program need, and market demand. The decision to offer a fully online course should be a collaborative process among program faculty and the appropriate academic chair/director.

The development and initial delivery of online courses requires specialized skills and additional time beyond the regular workload and therefore warrants a stipend. For these reasons, qualified faculty may receive a stipend for the following three reasons pertaining to work in online education:

- Faculty members who develop a new fully online course may be eligible for a course development stipend.

- In recognition of the initial demands of delivering a fully online course, faculty may receive an online delivery stipend for the first three terms in which the individual faculty member delivers an approved course in a fully online format. Multiple sections of the same course offered in the same term do not warrant multiple stipends. Regardless of past compensation, the three term time period for stipend eligibility begins with the implementation date of this policy. Faculty are expected to engage in best practices for curriculum by maintaining and updating content in courses they are teaching in order to reflect current knowledge in the field.

- With adequate justification for the need, faculty members who substantially redevelop an approved existing online course may be eligible for a course redevelopment stipend.

The Texas Higher Education Coordinating Board definition for fully online courses will be utilized to determine instructional modality. Other distance education modalities are not eligible for an online delivery stipend under this policy.

To be eligible to receive a stipend for developing, redeveloping or delivering a fully online course:

- the instructor must be currently certified by the Center for Teaching & Learning (CTL) as an online instructor, and

- the course must be recognized by CTL as a fully online course.

The CTL will assess the instructional design elements of a course for online delivery. The content and quality of online courses are the responsibilities of the academic unit.

Faculty who obtained online or distance education certification prior to employment at Stephen F. Austin State University (SFA) may be granted SFA certification by demonstrating competency in online course development and delivery.

The Provost and Vice President for Academic Affairs, after receiving recommendations from CTL and the Distance Education Committee, will set the amount of stipends for the development and/or delivery of online courses.

Cross Reference: None
Responsible for Implementation: Provost and Vice President for Academic Affairs
Contact for Revision: Provost and Vice President for Academic Affairs
Forms: None