

# Distance Education Faculty Competencies and Compensation

**Original Implementation:** August 1, 2000

**Last Revision:** July 26, 2016

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 unit head.

Qualified faculty may be compensated for work in online education. Eligibility for compensation requires that the instructor be currently certified by the Center for Teaching and Learning (CTL) as an online instructor and that the course be recognized by CTL as a fully online course. The provost and vice president for academic affairs, after receiving recommendations from the Distance Education Committee, will set the amount of stipends for the development and/or delivery of online courses.

- Faculty members who develop a new fully online course may be eligible for a course development stipend.
- With adequate justification for the need, faculty members who substantially redevelop an approved existing online course may be eligible for a course redevelopment stipend.
- Faculty members who teach an online course may be eligible for a course delivery stipend.

Faculty are expected to engage in best practices for curriculum by maintaining and updating content in courses they are teaching to reflect current knowledge in the field.

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

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.

**Cross Reference:** 19 Tex. Admin. Code § 4.257(9)(A)

**Responsible for Implementation:** Provost and Vice President for Academic Affairs

**Contact for Revision:** Provost and Vice President for Academic Affairs

**Forms:** None

**Board Committee Assignment:** Student and Academic Affairs