

Faculty Supervision Analysis for 2014 - 2015

Compensation for Department/Division Chairs is based on the salary schedule base, and the number of residential faculty, adjunct faculty, and staff in the Department/Division (excluding the Chair). Policy allows for a portion of the compensation allocated to the Chair to be reallocated to Occupational Program Directors who supervise faculty and staff within the Division (D.1.3., D.2.3.). Annual Chair Reassigned Time, Clerical Support Staff, and Summer Extended Contract Hours (for the Chair) is based on the number of daytime Full-Time Teaching Equivalents (FTTE) in the Department/Division as of Fall 45th day plus the number of residential service faculty in the Department/Division (D.1.5.). FTTE is defined as daytime instructional load divided by 15 and rounded up (D.1.5.1). It has been past-practice to include online courses as part of the day program. Occupational Program Directors may receive reassigned time and/or stipends as determined by the College President (D.2.1.). If a stipend is granted to OPDs for faculty supervision, the stipend amount is deducted from the compensation allocated to the Department/Division Chair (D.2.3.). The RFP does not specify how reassigned time for Occupational Program Directors is to be determined.

Table 1 provides supervisory data for 2014-2015 for all colleges (except Rio) as reported by VPAAAs or designee.

Table 1

2014 - 2015 Supervisory Data for All Colleges except Rio

College	Dept/Div Chairs*	OPDs	Res Fac Supervised by Chair or OPD (excluding Chair)	Adj Faculty Supervised by Chair or OPD	Staff supervised by Chair or OPD	Summer Chair Hours	Annual Chair Reassigned Time	Annual OPD Reassigned Time
CG	11	4	127.30	486	26.00	1800	198.00	24.00
EM	10	6	78.00	402	13.00	411	117.00	45.00
GC	18	24	264.00	775	61.00	819	256.40	74.50
GW	8	31	96.00	213	20.50	866	124.00	230.00
MC	22	30	267.00	708	29.00	1015	288.00	150.00
PC	17	30	124.00	711	37.00	603	180.00	80.50
PV	12	11	98.00	399	18.65	154	237.00	84.00
SC	25	13	146.00**	282	34.00	870	222.00	188.00
SM	6	11	60.00	464	14.00	360	94.00	92.00
Total	129	160	1260.30	4440	253.15	6898	1716.40	968.00

*Individuals who qualify for 11% of salary base stipend ** District HR 1-21-2015 data export reported 171 residential faculty. Subtracting the 25 chairs from this number leaves 146 non-chairs.

The minimum investment in division supervision during the academic year defined according to the following formula (D.1.3.).

$$\text{Compensation} = (0.11 + 0.01 \times \text{residential faculty} + 0.005 \times \text{adjunct faculty} + 0.005 \times \text{staff}) \times \text{salary schedule base}$$

Based on this formula, the minimum required compensation for division supervision during the academic year is shown in Table 2. The salary schedule base was \$44,452.

Table 2

Department/Division Supervisory Scope and Compensation

College	Department/ Division Chairs	Res Fac Supervised by Chair or OPD	Adj Faculty Supervised by Chair or OPD	Staff supervised by Chair or OPD	Supervision Compensation	Average Compensation per Dept/Div*	Average Number of Individuals Supervised
CG	11	127.3	486	26	\$224,171	\$20,379	56
EM	10	78	402	13	\$175,808	\$17,581	48
GC	18	264	775	61	\$391,178	\$21,732	58
GW	8	96	213	20.5	\$133,689	\$16,711	39
MC	22	267	708	29	\$390,066	\$17,730	44
PC	17	124	711	37	\$304,496	\$17,912	49
PV	12	98	399	18.65	\$195,066	\$16,256	41
SC	25	146	282	34	\$257,377	\$10,295	17
SM	6	60	464	14	\$162,250	\$27,042	87
Grand Total	129	1260.3	4440	253.15	\$2,234,102	\$17,319	44

*Includes compensation reallocated from Chair to Occupational Program Directors

Under current policy (D.1.5.2), Fall 45th Day daytime instructional load and the number of residential service faculty determine the number of clerical support staff, extended summer contract hours, and Department/Division Chair Reassigned Time (Table 3). Day FTTE is defined as the day instructional load divided by 15.

Table 3

Clerical Support Staff, Extended Summer Hour, and Reassigned Time

College	Department/ Divisions	Residential Service Faculty	2014 Fall 45 th Day Total Load	Day Load	Day FTTE + Service Faculty	Average Day FTTE + Service Faculty per Dept/Div	Average Clerical Support Minimum per Dept/Div	Average Summer Hours Minimum per Dept/Div	Average Chair Reassigned Time
CG	11	8	5022.02	3836.88	264	24	1	42	12
EM	10	10	3891.44	2866.62	202	20	1	42	12
GC	18	18	8753.2	6697.85	465	26	1	42	12
GW	8	6	2821.49	1937.43	136	17	1	42	12
MC	22	16	9708.16	7398.88	510	23	1	42	12
PC	17	9	5670.37	4063.78	280	16	0.5	33	9
PV	12	9	3978.72	3055.48	213	18	1	42	12
SC	25	14	4340.63	3446.53	244	10	0.5	33	9
SM	6	9	1979.03	1378.47	101	17	1	42	12
Total	129	99	46165	34682	2415	19	1	40	11.33

Compensation for Evening Supervision is based on the number of non-day class sections (Table 4) and the overload pay rate (C.3.3., C.12.). Instructional faculty evening supervision is paid at 0.2 of the overload rate (\$863) per non-day section. Service faculty evening supervision is paid at a rate of 0.2 of the overload rate per contract hour.

Table 4

Evening Supervision Compensation

College	Fall 2014 and Spring 2015 Class Sections	Fall 2014 and Spring 2015 Day Class Sections	Fall 2014 and Spring 2015 Non-Day Class Sections	Fall 14 Service Fac Eve Sup \$	Spr 15 Service Fac Eve Sup \$	Maximum Evening Supervision Compensation Fall 2014 and Spring 2015
CG	3110	2400	710	\$6,558.80	\$6,041.00	\$135,146
EM	2555	1912	643	\$7,982.75	\$6,774.55	\$125,739
GC	5913	4618	1295	\$14,584.70	\$17,432.60	\$240,950
GW	2305	1642	663	\$5,178.00	\$5,178.00	\$124,790
MC	6786	5319	1467	\$7,953.30	\$9,543.76	\$270,701
PC	4229	3163	1066	\$7,162.90	\$5,436.90	\$196,591
PV	3044	2380	664	\$2,761.60	\$2,761.60	\$120,130
SC	3412	2749	663	\$5,627.60	\$6,767.60	\$126,829
SM	1454	1010	444	\$10,010.80	\$8,630.00	\$95,275
Grand Total	32,808	25,193	7615	\$53,235.75	\$68,566.01	\$1,436,151

Under current policy, the total minimum annual investment in supervision is as shown in Table 5. In practice, some colleges invest additional funds in faculty supervision as described above.

Table 5

Total Minimum Investment in Supervision

College	Chair/OPD Compensation	Chair Reassigned Time at \$863 per Load Hour	Evening Supervision Pay	Average Summer Extended Hours at \$47.50 per hour	Minimum Annual Investment*
CG	\$224,171	\$113,916	\$135,146	\$21,945	\$495,178
EM	\$175,808	\$103,560	\$125,739	\$19,950	\$425,057
GC	\$391,178	\$186,408	\$240,950	\$35,910	\$854,446
GW	\$133,689	\$82,848	\$124,790	\$15,960	\$357,287
MC	\$390,066	\$227,832	\$270,701	\$43,890	\$932,489
PC	\$304,496	\$132,039	\$196,591	\$26,648	\$659,774
PV	\$195,066	\$124,272	\$120,130	\$23,940	\$463,408
SC	\$315,609	\$194,175	\$126,829	\$39,188	\$675,801
SM	\$162,250	\$62,136	\$95,275	\$11,970	\$331,631
Total	\$2,292,334	\$1,227,186	\$1,436,151	\$239,400	\$5,195,070

*This figure does not take into account payroll taxes or benefits paid by the employer on behalf of the faculty supervisor.