



POLICY & PROCEDURE DOCUMENT

NUMBER: 1.5170-1

DIVISION: Academic Affairs

TITLE: Full-time Staff Teaching Assignments

DATE: January 27, 2014

REVISED: October 21, 2019

Authorized by: ~~A. Gordon Emslie, Provost and VPAA~~ Cheryl Stevens, Provost and Vice President for Academic Affairs

I. Purpose and Scope

This policy is designed to ensure a consistent approach to the assignment of and compensation for teaching assignments for full-time staff. The policy does not apply to full-time staff or administrators who hold faculty status (i.e., academic rank), as their teaching assignments are typically considered part of the responsibilities of their full-time position. The policy does not apply to teaching assignments for independent learning courses.

II. Policy

A. Conditions for full-time staff who teach courses for WKU are as follows:

1. Must be classified as staff exempt and meet the part-time and temporary faculty qualifications requirements outlined in Academic Affairs policy 1.112V.
2. May teach a maximum of six (6) credit hours in a term (Fall, Spring, Summer). Teaching during the winter term is not permitted, except under unusual circumstances and with the approval of the provost and the vice president of the division in which the staff member is employed.
3. May be engaged in no more than five (5) hours per week in teaching-related activities during the university's normal work hours. Online courses are considered "outside of the normal work hours," unless they require synchronous class meetings during the work day. If more than two such meetings are required, the course(s) would count as "during the workday."

4. Must receive prior written approval from their immediate **full-time** supervisor if course meeting times or course activities will occur during normal work hours, including those associated with online courses.
 5. Must not be enrolled in courses during work hours if they are also teaching during normal work hours in the same semester.
- B. **Full-time s**Staff may enroll in as many WKU courses as they desire, but each credit hour taken reduces the number of credit hours they may teach concurrently.

Examples:

1. A staff member taking a 3-hour course as a student may teach a maximum of 3 hours during the semester in question.
 2. A staff member taking 6 or more hours of courses as a student may not engage in teaching during the semester in question.
- C. **Full-time s**Staff may not receive extra compensation for teaching performed during their normal work schedule unless leave time is taken or their work schedule has been rearranged with their immediate supervisor's approval.

III. Procedure

- A. If the teaching will occur during the university's normal work hours, the e-signature Special Instructional Assignments (SIA) form will be used to incorporate the immediate supervisor's approval within the teaching assignment approval process. In such cases, after the employee has received the electronic SIA form from the academic department, the employee will electronically sign and submit the form to his or her immediate supervisor for approval. Prior to supervisor approval, the employee and supervisor will determine a mutually agreeable means for making up the work time missed during teaching (e.g., taking leave or rearranging the employee's work schedule). The supervisor will then sign the SIA and forward it to the academic department.

IV. Related Policies

1.112V Part-Time and Temporary Faculty Qualifications

V. Reason(s) for Revision

October, 2019

Non-exempt (overtime eligible) staff must be compensated for teaching part-time at the same pay rate in which they are compensated for their primary position, and must be compensated one and half times their regular hourly rate for any hours worked over 40 per week. This would create a compensation disparity as all other individuals teaching part-time are compensated based on a flat rate. This practice of not allowing non-exempt (overtime eligible) staff to teach went into effect for the FY 17-18 academic year.