

## Teaching Compensation Policy (Draft)

The School of Environmental and Forest Sciences (SEFS) occasionally employ non-state funded faculty and graduate students to teach courses in support of the BSE, ESRM, and SEFS course offerings. This policy establishes the standards for pay for teaching services. The goal of the policy is to provide an objective approach for determining fair compensation. In most cases it will be desirable to have courses taught by state-funded faculty lines and this policy addresses compensation when alternative instructors are used.

Teaching will be paid according to the course credits at the rate of 0.1 FTE/credit during the quarter it is taught. For example, a 3 credit course will be paid at 0.3 FTE of the faculty member's monthly salary rate for the 3 months of the quarter. Similarly 0.1 FTE would be assigned to a one credit course and 0.5 FTE to a 5 credit course. Outside Lecturer appointments are possible when suitable internal candidates are unavailable, but internal candidates should be given preference. Compensation for outside Lecturer appointments will be at a rate no greater than the median salary of SEFS faculty at a commensurate rank. All outside Lecturer appointments require a faculty vote and therefore such appointments must be worked out well in advance the quarter prior to teaching.

Student Lecturer and Instructor positions will be paid as described by the UW's RA/TA schedule (<http://www.grad.washington.edu/students/fa/salaries>), with 0.5 FTE assigned to a 3 credit course. Courses with additional responsibilities including: more than 3 credits, labs and /or fieldtrips, or teaching graduate level courses will be considered for extra compensation per UW policies (cite policies website here). The assignment of extra compensation will be at the discretion of the Director of SEFS.