

NEW EVENING SCHOOL POLICIES
(Approved in Dean's Council on 12/15/08)

1. Full-time employees may teach up to 3 credits (or one course if that course is more than 3 credits) per semester with approval of department chair or managing director. Exceptions must be authorized each semester by the dean or line vice-president.
2. Part-time employees may teach up to 75% of load (considered to be 9 credits) in all combined teaching assignments. Departments wanting to exceed 75% must contribute the benefit amount required, recognizing that once an employee exceeds 75% of load, they remain in the benefitted category for the rest of their employment even when the load is less than 75%.
3. Evening classes must end before 8 am or begin after 4 pm. Monday courses must end no later than 7 pm.
4. All faculty honoraria are calculated using course credit hours not clock or lab hours. All 0.5 credit courses will be rounded up to, and paid as, 1 credit hour. The honorarium schedule used to pay faculty for Evening Classes will be reviewed annually.
5. The break-even enrollment in an Evening Classes course generally occurs at 25 students. Departments may offer courses with fewer enrollments if any one of the following conditions are satisfied:
 - A. Other Evening Classes offered in the department/college have sufficient enrollments to offset the financial losses associated with lower-enrolling courses, with approval from the department chair (within a department) or the college dean (between departments).
 - B. The department is willing to provide the difference between the honorarium amount associated with the level of enrollment (graduated down from 25) and the amount of the university-approved Evening Classes honorarium.
 - C. The faculty member is willing to accept the lower honoraria associated with the level of enrollment (graduated down from 25).
 - D. The Associate Academic Vice President for Undergraduate Education and the University Curriculum Council approve a lower enrollment figure for consistent use for that department course based on rationale provided by the department/college. That figure then becomes the break-even figure for that course and the other elements of #5 (A, B, and C) would apply. The Associate Academic Vice President for Research and Graduate Studies, the Dean of the Graduate School, and the Graduate Council would make similar determinations for graduate courses.
6. Faculty will not be paid for multiple sections of the same course taught at the same time with the exception of large courses with multiple recitation sections in which teaching assistants serve as section instructors.
7. Evening Classes will only transfer honoraria or teaching assistant wages to salary accounts. Honoraria or teaching assistant wages cannot be transferred to unallocated, supplies, or travel accounts.
8. The approval of the AVP and the IVP will be required to teach new courses, including courses that have not been taught in Evening Classes during the previous five years, which are only offered in Evening Classes. This approval process will also cover pilot courses and include criteria for evaluating the continuance of such courses and a stipulated review period.

9. Courses taught in Evening Classes may be discontinued at any time at the discretion of the Department Chair.

RECOMMENDATION

1. All policies with the exception of #4 and #5 go into effect at the beginning of Fall 2009.
2. Policy #4 would go into effect by Fall 2010.
3. Policy #5 would go into effect by Winter 2010.