Letter of Agreement between Lake Superior State University (LSSU) and the Lake Superior State University Faculty Association (LSSU-FA)

16 July, 2020.

This document will set forth clarification regarding modalities for teaching Distance education and compensation for such teaching. As technology has improved at satellite locations and on LSSU's campus, new modalities of delivery have become available. Therefore, updated definitions and resulting load consideration are necessary. LSSU and the LSSU-FA agree to the following regarding distance education modalities and compensation.

Specific to section 10.7.3 of the agreement between LSSU and the LSSU-FA:

Distance education courses are those credit bearing courses delivered to and taken by students who are not co-located with the faculty member(s) who are responsible for the course. Initial and on-going training in using technology shall be made available to faculty members who will be teaching via distance education. Distance education courses will be developed, approved and assessed within the same framework as traditional class based courses.

In recognition of the additional work required to develop and first teach a fully-online or hybrid distance education course, a faculty member shall be credited with one (1) contract hour in addition to the course load for the first fully-online or hybrid offering of the course. The University shall retain joint shared rights to the developed distance education course and associated content.

The second paragraph will be replaced with two paragraphs of updated language and will read:
Distance education courses are those credit bearing courses delivered to and taken by students who ~~are~~ may not be co-located with the faculty member(s) who are responsible for the course. These courses may be designated "Completely Online" or "Face to Face Coupled". Initial and on-going training in using technology shall be made available to faculty members who will be teaching via distance education. Distance education courses will be developed, approved and assessed within the same framework as traditional class based courses.

Completely Online – Either Synchronous or Asynchronous Delivery
In recognition of the additional work required to develop and first teach a fully-online or hybrid distance education course, a faculty member shall be credited with one (1) contract hour in addition to the course load for the first fully-online or hybrid offering of the course. The University shall retain joint shared rights to the developed distance education course and associated content.

Face to Face coupled with Remote Synchronous Delivery
All lectures will be delivered synchronously utilizing software such as, but not limited to, Zoom/Big Blue Button. Faculty teaching face to face with remote synchronous students for the first time will be compensated one contract hour. Faculty will be compensated for future deliveries of any course using face to face with remote synchronous at 0.1 contract hour per

online student in excess of the normal face to face course cap with a maximum of 10 students in addition to the normal face to face course cap.

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