

Program Director Compensation Model (Effective July 1, 2026)

Tier I - Serve as program lead, attend recruitment events, complete curriculum revisions through Curriculog, hold program meetings, complete SLO reports with OAA and academic program reviews (degree programs only). Includes directors of undergraduate degrees and minors (CUYC, FLED, SECD, TESL, CHFD) for which the CoED Professional Advisor is responsible for advising students - **\$2,000**.

Tier II - Tier I responsibilities plus advise admitted students (including DegreeWorks/graduation audits, etc), and manage program websites. Includes GCT program directors + undergraduate minors (AUGE, READ, AIG) for which program directors are responsible for advising students. Directors of GCT initial licensure programs also work with OSCP to review student teaching applications - **\$2,500, Tier II+ (50 or more students) - \$3,000**.

Tier III - Tier II responsibilities plus work with applicants prior to admission and review/process applications and advise students completing master's thesis (if applicable). Includes directors of master's degree programs. **\$3,000, Tier III+ (50 or more students) - \$3,500**

Tier III Coordinator responsibilities (Master's Degrees) - Review applications for concentration and make admissions recommendations to the PD; advise students in concentration, make schedule requests; advise students completing master's thesis (if applicable), attend program meetings - **\$2,000, Tier III+ (50 or more students) - \$2,500**

Tier IV - Tier III responsibilities plus dissertation, instructor, and schedule coordination. Includes doctoral PDs. **\$4,500, Tier IV+ (50 or more students) - \$5,000**

Tier IV Coordinator responsibilities (Doctoral Degrees) - Review applications for concentration and make admissions recommendations to the program director; advise students in concentration, identify specialization courses within the concentration and make schedule requests; develop and score specialization/research comprehensive exams for concentration students - **\$2,000, Tier IV+ (50 or more students) - \$3,000**

Notes

- Tiered Model is complemented by a \$25,000 allocation shared among the departments.
- The Program Director and Coordinator responsibilities outlined above represent common responsibilities and expectations across departments in the College, and may not address ALL of the responsibilities expected of directors and coordinators in some departments (e.g., mentoring part-time faculty, building schedules). The additional \$25,000 "FLEX" allocation allows department chairs to address these exceptions.
- If faculty are the PD for more multiple programs, they may be in different tiers for individual programs.
- To provide program leadership opportunities to as many faculty members as possible, individual faculty should not serve in multiple leadership roles within the same degree program (e.g., program director and concentration coordinator) and can earn no more than \$10,000 for serving in all program leadership roles. Exceptions to these guidelines can be requested by Department Chairs when warranted.
- The proposed model does not permit course releases in lieu of compensation.

Departmental Supplement

Department	CSLG	EDLD	MDSK	REEL	SPCD
# of Programs	9	13	18	10	16
Percent of Total	14%	20%	27%	15%	24%
Allocation of \$25K by department	\$3,500	\$5,000	\$6,750	\$3,750	\$6,000