

Cross-Cultural Leader Grid by Employment Type

Last Updated on May 25, 2023

Employment Type	Leader Category	Responsibilities	CALM	Compensation	Transportation	Notes
Messiah Full Time Faculty	Teaching Faculty	Instructional, logistics, budget	If the course enrolls 12 students, one Teaching Faculty leader can receive 3 LU out of their 24 total.	Occurs as part of 24 LU or as 3 LU overload.	Covered by budget (student fees)	There may be up to two Teaching Faculty Leaders on a Cross Cultural experience.
			If the course enrolls 24, a second Teaching Faculty leader can receive 3 LU. Must be Overload.			Up to 6 LU total for any Cross Cultural experience
	Backup Leader	No instructional responsibilities; participate and mentor students; provide primary leadership in absence of faculty member	No loading	\$25/student stipend, covered by budget (student fees) Should Backup Leader assume primary leader's responsibilities, compensation will be prorated at Teaching Faculty rate.	Covered by budget (student fees)	Must budget \$25/student for Backup Leader compensation

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Messiah Adjunct Faculty	Teaching Faculty who serve alongside Messiah Faculty Leader	Instructional, logistics, budget	If the course enrolls 24, adjunct leader may receive 3 LU	Adjunct compensation for 3 LU - OR - no compensation if being paid by their home institution	Covered by budget (student fees)	There may be up to two Teaching Faculty Leaders on a Cross Cultural experience.
						Up to 6 LU total for any Cross Cultural experience
	Backup Leader	No instructional responsibilities; participate and mentor students; provide primary leadership in absence of faculty member	No loading	\$25/student stipend, covered by budget (student fees) Should Backup Leader assume primary leader's responsibilities, compensation will be prorated at Teaching Faculty rate.	Covered by budget (student fees)	Must budget \$25/student for Backup Leader compensation

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Non-Faculty COE Educators <i>Do not need to use vacation time</i>	Course Facilitator	Logistics, budget	No loading	If actively working, no additional compensation. If outside of appointed work timeframe, \$100/student stipend, covered by budget (student fees)	Covered by budget (student fees)	SSE employees may not participate in back to back years. Must budget \$100/student for Course Facilitator Compensation
	Backup Leader	No instructional responsibilities; participate and mentor students; provide primary leadership in absence of faculty member	No loading	If actively working, no additional compensation. If outside of appointed work timeframe, \$100/student stipend, covered by budget (student fees). Should Backup Leader assume primary leader's responsibilities, compensation will be prorated at Teaching Faculty rate.	Covered by budget (student fees)	SSE employees may not participate in back to back years. Must budget \$100/student for Course Facilitator Compensation

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Full Time Salaried Employees excluding Non Faculty COE Educators <i>Will use vacation time as leave from primary position</i>	Course Facilitator	Logistics, budget	No loading	If actively working, no additional compensation. If outside of appointed work timeframe, \$100/student stipend, covered by budget (student fees)	Covered by budget (student fees)	SSE employees may not participate in back to back years. Must budget \$100/student for Course Facilitator Compensation
	Backup Leader	No instructional responsibilities; participate and mentor students; provide primary leadership in absence of faculty member	No loading	If actively working, no additional compensation. If outside of appointed work timeframe, \$25/student stipend, covered by budget (student fees). Should Backup Leader assume primary leader's responsibilities, compensation will be prorated at Teaching Faculty rate.	Covered by budget (student fees)	SSE employees may not participate in back to back years Must budget \$25/student for Backup Leader compensation

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Full Time Messiah Hourly Employee <i>Will use vacation time as leave from primary position</i>	Course Facilitator	Logistics, budget	No loading	\$100/student stipend, covered by budget (student fees)	Covered by budget (student fees)	Must budget \$100/student for Course Facilitator compensation
	Backup Leader	No instructional responsibilities; participate and mentor students; provide primary leadership in absence of faculty member	No loading	\$25/student stipend, covered by budget (student fees). Should Backup Leader assume primary leader's responsibilities, compensation will be prorated at Teaching Faculty rate.	Covered by budget (student fees)	Must budget \$25/student for Backup Leader compensation

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Part Time Messiah Employees <i>Will use vacation time as leave from primary position</i>	Course Facilitator	Logistics, budget	No loading	\$100/student stipend, covered by budget (student fees)	Covered by budget (student fees)	Must budget \$100/student for Course Facilitator compensation
	Backup Leader	No instructional responsibilities; participate and mentor students; provide primary leadership in absence of faculty member	No loading	\$25/student stipend, covered by budget (student fees). Should Backup Leader assume primary leader's responsibilities, compensation will be prorated at Teaching Faculty rate.	Covered by budget (student fees)	Must budget \$25/student for Backup Leader compensation

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Limited Hour Messiah Employees (<1,000 hours)	Course Facilitator	Logistics, budget	No loading	\$100/student stipend, covered by budget (student fees)	Covered by budget (student fees)	Must budget \$100/student for Course Facilitator compensation Employee will not be paid for regular assignment during time off to co-lead.

<p>(10,000 hours) <i>Not eligible for vacation time; may take time off, without pay, from their primary position</i></p>	<p>Backup Leader</p>	<p>No instructional responsibilities; participate and mentor students; provide primary leadership in absence of faculty member</p>	<p>No loading</p>	<p>\$25/student stipend, covered by budget (student fees). Should Backup Leader assume primary leader's responsibilities, compensation will be prorated at Teaching Faculty rate.</p>	<p>Covered by budget (student fees)</p>	<p>Must budget \$25/student for Backup Leader compensation. Employee will not be paid for regular assignment during time off to co-lead.</p>
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<p>Non-Messiah Leaders</p>	<p>Course Facilitator</p>	<p>Logistics, budget</p>	<p>No loading</p>	<p>\$100/student stipend, covered by budget (student fees)</p>	<p>Covered by budget (student fees)</p>	<p>Must budget \$100/student for Course Facilitator compensation Non-Messiah Leaders must submit paperwork to HR similar to that submitted by volunteers.</p>
	<p>Backup Leader</p>	<p>No instructional responsibilities; participate and mentor students; provide primary leadership in absence of faculty member</p>	<p>No loading</p>	<p>\$25/student stipend, covered by budget (student fees). Should Backup Leader assume primary leader's responsibilities, compensation will be prorated at Teaching Faculty rate.</p>	<p>Covered by budget (student fees)</p>	<p>Must budget \$25/student for Course Facilitator compensation Non-Messiah Leaders must submit paperwork to HR similar to that submitted by volunteers.</p>