

University of South Alabama

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2016

Summer Pay Handbook Revision Draft

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Current	Proposed
<p>3.9 Summer School Teaching Assignments</p> <p>It is University policy that no academic year (9-month) faculty is guaranteed summer school teaching. The following is designed to serve as a guideline for the selection of summer school faculty.</p> <p>No faculty member will receive a summer school assignment for more than two consecutive summers, unless it is in the best interest of the University to do so. For example, circumstances may necessitate that a person teach more than two consecutive summer school sessions, or a person may possess a particular expertise and be the only faculty member available for teaching. However, in all instances, summer school assignments will be made in the best interest of the University.</p> <p>Therefore, the dean of each college or school, along with the respective department chair, will make the determination about summer school assignments. Moreover, each department, within the policy framework, will develop and refine a policy for the selection of faculty for the summer sessions. Such policy must be approved by the dean of the college or school.</p>	<p>3.9 Summer School Teaching Assignments</p> <p>It is University policy that no academic year (9-month) faculty is guaranteed summer school teaching. The following is designed to serve as a guideline for the selection of summer school faculty.</p> <p>The dean of each college or school, along with the respective department chair, will make the determination about summer school assignments. Moreover, each department, within the policy framework, will develop and refine a policy for the selection of faculty for the summer sessions. Such policy must be approved by the dean of the college or school.</p>
<p>5.1.6 Summer Pay Schedule and Compensation Rate</p>	<p>5.1.6 Summer Pay Schedule and Compensation Rate</p>

Summer pay will be issued in three installments on the first normal working day in July, August and September.

Compensation for instruction in a semester summer school format will be at a rate of 3.125% of the nine-month base salary per semester credit hour taught.

Faculty working on externally funded sponsored activities during Summer Semester may earn up to a maximum of one-third of their nine-month base salary for working three (3) calendar months.

Full term summer pay will be issued in two installments on the first normal working day in July and August. Summer pay for first term courses will be issued in one installment on the first normal working day of July. Summer pay for second term courses will be issued in one installment on the first normal working day in August. ♦ Summer pay for Maymester courses will be issued in one installment on the first normal working day in June. Compensation for instruction in a semester summer school format will be at a rate of 3.125% of the nine-month base salary per semester credit hour taught.

At the discretion of the Dean, and subject to acceptance by the faculty member, courses for which there is insufficient enrollment to justify full faculty pay as specified above may be offered at a percentage of full pay proportionate to course enrollment.

Faculty teaching required undergraduate or graduate courses that are only offered once a year as part of a fixed program are generally expected to be compensated at the full rate regardless of the enrollment.

For faculty teaching more than one course, the combined enrollment of the courses will be considered when determining total faculty compensation. ♦ It is the discretion of The Dean to decide whether offering the under-enrolled course(s) is in the best interest of the students and College even if the combined enrollment is revenue positive or neutral. ♦

Faculty compensation for directed studies courses and thesis hours is at the discretion of the Dean. ♦ A written summer directed studies/thesis hours compensation policy for the college will be distributed to college faculty members.

Faculty working on externally funded sponsored activities during Summer Semester may earn up to a maximum of one-third of their nine-month base salary for working three (3) calendar months.

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