

Appendix D: Proposed ETSU Policy on Summer Compensation

INTRODUCTION

Summer Compensation is compensation for work performed during the summer term for 9-month (academic year) faculty. Compensation is based on prior academic-year salary. Salaries paid for teaching in intersession, summer session, winter session and other non-traditional teaching sessions are not considered extra compensation. However, summer teaching salary is factored into the maximum amount (extra compensation or otherwise) that can be earned for 9-month faculty between May 16-August 14, which may impact extra compensation earned in summer months.

The TBR considers summer session and inter-session assignments of faculty as separate assignments from 9-month appointments. They further recognize that compensation for faculty assignments during summer sessions and intersessions should be a factor of the regular 9-month salary which takes into account the nature and extent of the duties and responsibilities involved in these separate appointments.

POLICY AND CLASSIFICATIONS

1. Category I: Regular 9-month faculty who serve the institution as teaching faculty during intersessions and summer sessions shall be compensated at the rate of 1/32 of their 9-month salary per semester hour of teaching load. Maximum summer and intersession pay may not exceed 25% of the preceding academic year salary; however, a faculty member may teach and be compensated for 9 semester hours with appropriate documentation of institutional need.

2. Category II: Professional service may also be performed by 9-month faculty for compensation not to exceed 25% of their preceding academic-year salary. Compensation should be determined by the department chair for special service in summer that falls outside the scope of the faculty member's academic appointment.

3. Category III: Compensation for regular 9-month faculty who serve on sponsored research projects and other sponsored activity between academic years shall not exceed the rate equivalent to one-ninth per month, up to a maximum of 33%, of the preceding academic year salary. The maximum is for all summer compensation, including teaching. Compensation for faculty working on a part-time basis on a sponsored project should be adjusted accordingly.

Policy for Exceptions to Items 1-3: Exceptions to items above may be made only with approval of the ETSU President or his/her designee.