Summer Teaching Compensation
College of Arts, Sciences, and Business

This compensation model incorporates the following variables: (A) Base 9 month GRA salary (for full-time faculty); (B) number of credits in the course; (C) enrollment in the course (if fewer than 15 students). For part-time faculty, the per-credit pay rate is a flat amount, but number of credits for the course and the student enrollment (if fewer than 15 students) are included in the calculation of compensation. See examples below.

**COMPENSATION FORMULA FOR FULL TIME, BENEFITS-ELIGIBLE FACULTY (T/TT or NTT)**

\[(1/30) \times (9 \text{ mo. GRA base salary}) \times (\# \text{ of credits}) = \text{compensation amount (salary only, not including benefits) per course}\]

**EXAMPLE FOR A FACULTY MEMBER WITH $70,000 GRA BASE SALARY TEACHING A 3-CREDIT SUMMER COURSE:**

\[(1/30) \times 70,000 \times 3 = \$7,000 \text{ salary, plus benefits}\]

**COMPENSATION FORMULA FOR PART-TIME FACULTY**

\[$1,667 \times (\# \text{ of credits}) = \text{compensation amount (salary only, not including benefits) per course}\]

**EXAMPLE FOR A PART-TIME FACULTY MEMBER TEACHING A 3-CREDIT SUMMER COURSE:**

\[$1,667 \times 3 = \$5,001 \text{ salary, plus benefits}\]

**PRO-RATED COMPENSATION AMOUNTS BASED ON COURSE ENROLLMENT**

- 15 or more enrolled students in course = 100% of compensation amount
- 14 students = 94% of amount
- 13 students = 88% of amount
- 12 students = 82% of amount
- 11 students = 76% of amount
- 10 students = 70% of amount
- 9 students = 64% of amount
- 8 students = 58% of amount
- 7 students = 52% of amount
- 6 students = 46% of amount
- 5 students = 40% of amount

**EXAMPLE FOR A FACULTY MEMBER WITH $70,000 GRA BASE SALARY TEACHING A 3-CREDIT SUMMER COURSE WITH AN ENROLLMENT OF 12 STUDENTS:**

\[(1/30) \times 70,000 \times 3 \times 82\% = \$5,740 \text{ salary, plus benefits}\]

**EXAMPLE FOR A PART-TIME FACULTY TEACHING A 3-CREDIT SUMMER COURSE WITH AN ENROLLMENT OF 14 STUDENTS:**

\[$1,667 \times 3 \times 94\% = \$4,701 \text{ salary, plus benefits}\]

Pro-rated compensation figures will be based on the Registrar’s official 2-week enrollment numbers.

Courses with fewer than 5 enrolled students will require permission of the dean.

Summer courses with enrollments of fewer than 5 students should be cancelled by the department chair shortly after spring semester grades become available to students. Students who have registered for summer classes that have very low enrollment will be alerted by the CASB office before the end of the spring semester that these courses may be in danger of cancellation.

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