



## Summer Pay Teaching Compensation Policy

This temporary policy, implemented as part of expense management efforts, provides a consistent and equitable framework for determining summer teaching compensation for faculty. It ensures alignment with departmental resources and budgetary constraints. The policy will be reviewed annually and is subject to revision based on updated budget guidance.

### Compensation Rate Limit

- Instructor pay for summer teaching is limited to 3.25% per credit hour of the average 9-month base compensation of Associate Professors within the respective department.
- The average 9-month base compensation for Associate Professors will be calculated annually, in the first week of January.
- The calculation will include only **base salary** and will exclude supplements, overloads, or other additional pay components.
- This rate is applied per credit hour for each course taught.
  - This applies to all summer instruction, including Study Abroad courses.

### Revenue Requirements

- The department must receive sufficient revenue from course enrollment to cover instructor compensation and associated fringe benefit costs.
- Courses that do not generate adequate revenue to meet these costs will be subject to review and may be canceled, consolidated, or reassigned at the department's discretion.