

## **GSW Summer Pay Formula**

*(Effective Summer 2016)*

1. Full payment to instructional faculty is 3% per contact hour of their previous academic year's base salary.
2. Normal maximum payment to faculty teaching summer courses is 27% of their previous academic year's base salary. Any percentages above 27% must be approved by the Provost and Vice President for Academic Affairs in advance, and in no cases can exceed 33-1/3% of their regular nine months' compensation for the previous academic year (BOR 803.1203).
3. Normal class load requirements for faculty to receive 3% per contact hour pay are 18 students for undergraduate courses and 13 students for graduate courses.
4. Departmental averaging of class enrollment to calculate percentage of payment is allowed for an individual professor. (Example: Dr. Smith has 15 undergraduate students enrolled in a 3 hour math class and has 40 undergrad students enrolled in a second 3 hour math class. Dr. Smith would be entitled to 18% pay since the two courses averaged over 18 students per class. This policy will apply to departments as well. Any other averaging technique must be approved by the Provost and Vice President for Academic Affairs in advance. Tuition received for summer courses should exceed direct salaries and benefits by academic department. If, in spite of departmental averaging, a professor's class size is below the stated minimums, the professor's summer salary will be prorated based on this formula: base salary times (3% of contact hours generated) times (# of students in class/18 or 13 depending on level of class).
5. Internships/Practicum That Are Not a Part of Regular Faculty Load: In cases where independent research/internships/practicums are not taught as a part of the service responsibilities or teaching load for faculty, including during the summer terms, the rate of pay will be \$125/student /credit hour for any experience requiring a minimum of 1 contact hour per week, with a maximum compensation of \$375/student/semester. Internships/Practicum may be of variable credits and one or more classes, however, regardless of the number of credits or classes, the maximum amount is \$375/student. Contact must be understood as meaning, at a minimum, actively engaging the student in a discussion, either-online or in person, which connects the student experience to the learning objectives of the course. The faculty are responsible for supervision/oversight of student work both on and offsite.
6. Minimum summer payment to full time faculty, assuming full enrollment, is \$1,500.00 per contact hour (assumes base salary of \$50,000.00). For prorated policy, see above.
7. Tuition generated by a department will be compared to direct salary and benefit charges for summer term. A percentage of these profits will be allocated back to individual departments, based on a meeting of the CFO with deans in the fall. This percentage will be predicated upon the current overall financial health of the institution.
8. See Study Abroad rules related to summer pay for faculty participating in Study Abroad