

APPENDIX C

SUMMER SESSION FACULTY SALARY PRORATION POLICY

The following policy provisions will apply to Summer Session operations. Unless otherwise provided, the summer salaries for regular faculty teaching in addition to their regular contract shall be computed as ~~one forty-fifth~~ ~~two-ninths~~ ($\frac{21}{945}$ ^{ths}) of the salary for the previous academic contract year per workload unit, with ten (10) workload units ~~credits~~ considered as a full load during summer session.

1. Proration will be based upon individual faculty salaries on a breakeven basis. If revenue from a faculty member's courses, taken as a sum, fails to surpass the full cost of all courses taught by that faculty member then the faculty member's salary will be reduced until the breakeven point is achieved. Full costs include instructional salary, benefits, contribution to department and college overhead, and contribution to university overhead.
2. The course may be canceled if ten (10) undergraduate or five (5) graduate students or fewer are enrolled. The decision to cancel a course will be made by the dean in consultation with the faculty member and the department chair.
3. In some instances in order to meet the goal of summer session to "provide appropriate course and programmatic offerings in order for students to meet their academic needs and interests," exceptions either to the proration or to minimum enrollment may be made at the discretion of the dean (or associate dean) and department chair and as agreed to by the faculty member.
4. An individual faculty member, in consultation with the dean (or associate dean) and department chair, has the discretion to not teach at a prorated salary. If the faculty member decides to not teach the course at the prorated salary, then the teaching assignment may be offered to another faculty member as demand warrants. Notice of the determination of the need to prorate will be made by the ~~second~~ third (3^{rd} ~~2nd~~) instruction day of the session.

TA
RBY
7/10/09
EAT
7/16/09