

NEW ARTICLE

SUMMER AND INTERSESSION COMPENSATION

I. COMPENSATION

Compensation of faculty who hold academic appointments during the regular academic year and who teach credit bearing courses during the summer or intersessions are paid as described below. The summer and intersession academic programs are self-supporting based upon fee revenue from program participants.

a. Traditional Credit Courses

i. Non-W Credit Courses: For enrollments up to and including eight (8) students, faculty will be paid a base salary of \$1,782 per credit in AY 2017-18 and 2018-19, \$1,960 per credit in AY 2019-20, and \$2,038 per credit in AY 2020-21. For each additional student in AY 2017-18 and 2018-19, \$198 per credit per student will be added to this base; this per credit per student amount will be increased to \$218 in AY 2019-20 and to \$227 in AY 2020-21. Per credit compensation will be limited to the maximum of 3.667% of the faculty member's normal academic year salary or double the minimum adjunct rate, whichever is greater, not to exceed 3.667% of the University-wide full professor average salary.

ii. W Credit Courses: For enrollments up to and including eight (8) students, faculty will be paid a base salary of \$1,782 per credit in AY 2017-18 and 2018-19, \$1,960 per credit in AY 2019-20, and \$2,038 per credit in AY 2020-21. For each additional student in AY 2017-18 and 2018-19, \$242 per credit per student will be added to this base; this per credit per student amount will be increased to \$266 in AY 2019-20 and to \$277 in AY 2020-21. Per credit compensation will be limited to the maximum of 3.667% of the faculty member's normal academic year salary or double the minimum adjunct rate, whichever is greater, not to exceed 3.667% of the University-wide full professor average salary.

iii. Load adjustment: Full-time faculty who teach during an intersession may be given a load adjustment for either the next occurring spring or fall semester in consultation with the Department Head upon approval of the Dean of the affected school or college. If a load adjustment is not arranged, the faculty member will be compensated according to the above formula.

iv. Team Taught Courses: The Department Head, with the approval of the Dean of the affected school or college, will assess the number of credits each faculty member is responsible for and each faculty member will be paid according to the above formula.

v. Adjunct Faculty: Adjunct faculty who teach during the regular academic year shall be paid the same rate when teaching the same course(s) during the summer and intersession.

b. **Non-Traditional Credit Courses: Independent Studies, Practica, Fieldwork, Internships,**

Faculty teaching non-traditional credit courses shall receive 50% of the course fee paid by the students up to a maximum of **3.667% (per credit)** of the faculty member's normal academic year salary or **3.667% (per credit)** of the University-wide full professor average salary, whichever is less.

c. **Masters or Doctoral Courses Numbered 5960 and 6960**

When student course fees in the Masters or Doctoral courses numbered 5960 and 6960, or their successor numbers, is part of a need-based financial aid package, the course fees shall not be part of the fee sharing arrangement specified for independent study. Such course fees will be returned to the Graduate School for assistance to other graduate students eligible for such aid.

d. **Lab Preparation**

For lab courses requiring that the professor personally prepare specimens, chemicals, specialized equipment, or the like, there will be an additional **\$385** payment above the instructional rate **in AY 2017-18 and 2018-19; this lab preparation payment amount will be increased to \$423 in AY 2019-20 and to \$440 in AY 2020-21.**

e. **Course Preparation**

If a class that a faculty member has not previously taught during the summer or intersession is cancelled, the faculty member will receive **\$330** per credit as compensation for course preparation **in AY 2017-18 and 2018-19; this course preparation compensation amount will be increased to \$363 in AY 2019-20 and to \$377 in AY 2020-21.** A faculty member may receive preparation pay for a course only once.

f. **Incentives**

In exceptional cases, the Dean of the appropriate school or college may offer financial incentives to faculty members who teach high demand courses during the summer **and intersession**. Notice of any such financial incentives will be provided to the University official in charge of collective bargaining. Labor Relations will provide such information to the AAUP upon request.

g. **Exceptions to Compensation Formula and Caps**

The compensation formula and/or caps may be waived in exceptional cases by the Dean of the appropriate school based upon academic demands, availability of qualified faculty, and/or programmatic requirements. Situations in which the compensation formula may be waived may include, but are not limited to, teaching of new courses or courses required for graduation with lower enrollments and teaching of courses where enrollment is limited by external factors (*e.g.* licensure or accreditation

requirements). Notice of any such waivers will be provided to the University official in charge of collective bargaining. Labor Relations will provide such information to the AAUP upon request.

II. ADMINISTRATION OF SUMMER AND INTERSESSION

a. Though the Parties consider teaching in a summer or intersession to be a service to the students, faculty activity in such a session will not be considered in evaluations relating to the amount or award of merit.

b. Participation by faculty will be on an entirely voluntary basis. Nothing in this Agreement precludes the employment of either adjunct faculty or graduate students as instructors, **if faculty do not volunteer.**

c. A faculty member who agrees to teach a summer or intersession course may not later decline to teach it absent good cause. A faculty member who declines to teach a course without good cause may be refused the opportunity to teach in future summers and intersessions.

d. The University reserves the right not to run a course. The University also reserves the right to cancel classes due to low enrollment. Notice to affected faculty will occur no later than the last business day before the start of classes.

e. The normal academic year salary is defined as the annual salary rate less longevity pay.

f. For purposes of compensation, enrollment numbers shall be based upon the number of **paying** students as of the end of the add/drop period for the applicable session.

g. Reimbursement for travel to other campuses will be for mileage only and will be paid at the rate established in the collective bargaining agreement.

III. EXTRA-COMPENSATION

a. The Parties acknowledge that state and federal regulations may limit how much extra compensation a full-time faculty member can earn by teaching in the summer and intersessions.

b. If a full-time faculty member is involved in any capacity whatsoever with an externally sponsored project through the Office of the Vice President for Research (OVPR) during a year, he/she will be personally responsible for ensuring compliance with the rules and regulations of the sponsoring agency while earning extra compensation by teaching in the summer and intersessions of the year, amount of which will be limited by the stipulation that he/she may not earn more than the twelve-month equivalent of his/her normal academic year salary over the course of the year.

c. If a full-time faculty member is not involved in any capacity whatsoever with an externally sponsored project through the OVPR during a year, the amount of extra compensation he/she may earn by teaching in the summer and intersessions of the year will not exceed three-fifths of his/her normal academic year salary.

d. In compliance with relevant IRS rules, a full-time faculty member teaching during the summer and intersessions may accumulate his/her compensation in a special KFS account to be used by the faculty member for legitimate business expenses subject to supervisory approval.

Tentative Approval

AAUP

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University of Connecticut

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