

# College of Agriculture and Life Sciences

## Principles on Faculty Compensation Model for Summer Teaching

**Principle 1:** Departments have the ultimate decision to determine the compensation of nine-month (.75 FTE or more) and twelve-month (1.0 FTE) EPA employees (faculty), based on the department's ability to balance anticipated tuition receipts from summer sessions enrollments in their courses and overall expenses. Departments may compensate faculty using a flat rate per course, a percentage of base salary, an amount per student enrolled, or a combination of these.

- Compensation for nine-month and twelve-month faculty will be negotiated at the department level and will be consistent with REG 05.20.14 – Additional Compensation for EPA Employees and REG 5.20.35 – Summer Salary.
- Undergraduate and graduate teaching assistants will be paid as temporary employees at a rate to be determined by the department. Graduate students on 12-month appointments may receive additional compensation at a rate negotiated by the department.

**Principle 2:** Departments have a responsibility to offer courses to meet the educational and programmatic needs of students. Summer sessions are one of the mechanisms for meeting students' needs and should especially be considered when student demand exceeds course availability during the regular fall and spring terms.

**Principle 3:** Compensation will not usually be provided for special problems, graduate student research supervision, and similar types of course listings.