

06:08:07:00 Faculty Compensation during Summer Sessions and Intersessions

Purpose:

The purpose of this policy is to provide a compensation plan for the employment of faculty during summer sessions and/or intersessions.

Scope:

This policy applies to all Dyersburg State Community College (DSCC) faculty members who are employed during summer sessions and intersessions and is consistent with Tennessee Board of Regents (TBR) Policy 5:02:04:10 – Faculty Compensation during Summer Session and Intersessions.

Policy:

DSCC recognizes and considers summer session and inter-session assignments of faculty as separate assignments from academic year appointments. It is further recognized that compensation for faculty assignments during summer sessions and inter-sessions should be a factor of the regular academic year salary which takes into account the nature and extent of the duties and responsibilities involved in these separate appointments. To provide for such appropriate levels of compensation for faculty service during summer sessions and intersessions, the Board hereby adopts the following compensation provisions.

I. Classifications

A. Category I: Regular academic year faculty personnel who serve the institution as teaching faculty during intersessions and summer sessions.

1. Faculty in this category shall be compensated at the rate of 1/32 of their academic year salary per semester hour of teaching load.
2. The maximum summer and intersession pay may not exceed 25 percent of the preceding academic year salary; however, except as needs are determined by the institution, a faculty member may teach and be compensated for nine semester hours for the summer term, with appropriate documentation of need maintained at the institution.

B. Category II: Regular academic year faculty who serve under sponsored contracts for research and other professional services between academic years.

1. Compensation for personnel in this category shall not exceed the rate equivalent to one-ninth per month of the preceding academic year salary.
2. If the faculty member works on a part-time basis on a sponsored contract project, the pay should be adjusted accordingly.

C. Category III: Division/Department Heads on an academic year appointment.

1. The level of compensation for these administrators should be commensurate with the duties assigned.
2. For a full-time assignment, the rate of pay shall not exceed 25 percent of the preceding academic year salary.

D. Category IV: Part-time faculty.

1. The level of compensation for faculty in this category should follow the schedule set forth in TBR Guideline P-050 (Part-Time Faculty Compensation). The amounts specified for extra compensation of full-time faculty will serve as guidelines for part-time faculty (see Section IV. D. of TBR Policy No. 5:01:00:00, as amended). Presidents may make exceptions to these guidelines when appropriate. All exceptions will be documented and suitable personnel records retained.

II. Exceptions

A. The above compensation provisions do not apply to campus-based study abroad programs or study abroad programs included in the Tennessee Consortium for International Studies (TnCIS). Compensation for these programs will be determined by the institution or the Executive Director of TnCIS, respectively.

B. Any exception to the compensation provisions indicated above requires prior approval by the Chancellor.

This policy complies with TBR Policy 05:02:04:10.

Compliance:

All full-time faculty teaching during summer sessions or intersessions and all staff having responsibility for determining compensation must adhere to this policy.

Definitions:

Revision History:

Policy written May 2005. Policy revised December 2012; approved by Administrative Council on 02/22/13. Policy revised October 2016; approved by Administrative Council on October 28, 2016.

Dyersburg State Community College

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