

5.02.04.10 Faculty Compensation During Summer Session



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Policy/Guideline Area

Personnel Policies

Applicable Divisions

Community Colleges

Purpose

The Tennessee Board of Regents recognizes and considers summer session assignments for faculty as separate assignments from academic year appointments. Summer session includes any mini-term that is academically attached to summer semester (e.g., a Maymester session). It is further recognized that compensation for faculty assignments during summer 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, the Board hereby adopts the following compensation provisions.

Policy/Guideline

- I. Classifications
 - A. Category I: Regular Academic year faculty personnel who serve the institution as teaching faculty during 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 session pay may not exceed 25 percent of the preceding academic year salary. However, based on the needs of the institution, the Chief Academic Officer may approve a faculty member to

teach and receive compensation for up to nine semester hours for the summer term and up to an additional three hours for an additional class offered through TNeCampus. The additional hours for the course offered through TNeCampus will be paid as overload hours and not at the summer session rate.

- 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 as an exhibit to TBR Policy 5.01.00.00 (General Personnel Policy).

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).
 - 1. Compensation for these programs will be determined by the institution or the Executive Director of TnCIS, respectively.

- B. The number of total hours can be increased beyond the nine (9) hours for the summer term to a maximum of twelve (12) hours (four classes), if the additional course (three credit hours) is deemed an institutional need and approved by the president.
- C. Any exception to the compensation provisions indicated above requires prior approval by the Chancellor.

III. Other Assignments

- A. Teaching assignments that do not qualify as summer session (e.g., winter-session) are treated as overload pay in accordance with TBR Policy 5.01.05.00, Outside Employment and Extra Compensation for Additional Assignments.

Sources

Authority

T.C.A. § 49-8-203

History

TBR Meetings: March 4, 1977; March 17, 1989; March 16, 1990; October 2, 1998; September 28, 2007; Revision approved at Board Meeting June 20, 2019; Revision approved at Board Meeting June 17, 2022.