



IUPUI
SCHOOL OF SCIENCE

Policy on Faculty Pay for Summer Teaching

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The traditional pay for full-time faculty teaching in the summer has been 10% of academic year salary per 3 credit hour course (the 10% rule). This is based on campus policy set many years ago although exceptions were allowed in times of fiscal challenge. The adoption of Responsibility Centered Management (RCM) has empowered Schools and Departments to make their own decisions as to what they might pay for services including teaching by adjuncts who teach throughout the calendar year and full-time faculty who teach in the summer. This has resulted in School and Department based policies that set or limit *ad hoc* teaching compensation. For example, the School Of Liberal Arts places a cap of \$5,000 per course. At a recent campus level meeting (spring 2013), Schools were reminded that exceptions to the 10% rule would be allowed only if they apply **uniformly** across each School.

The adoption of RCM and the way that units formulated their budgets present challenges under the 10% rule. Because credit hour income must pay the vast majority of the costs of assessments and faculty and staff salaries and benefits, relatively small amounts are returned to departments for other costs. This makes paying large summer salaries (sometimes well in excess of \$10,000 per course) for some faculty a heavy burden on department budgets. Thus, in an effort to diminish the overall costs associated with employing full-time faculty in summer teaching, the following policy will be used in the SOS.

- A “CAP” on faculty pay for summer teaching of a 3-credit hour course for shall be set at \$8,500.
- A faculty member whose monthly pay (10% of 10-month salary) is **below the CAP** shall be paid one month of academic year salary for every 3 credit hours taught during the summer.
- A faculty member whose monthly pay is **above the CAP** shall be paid an amount equal to the CAP for every 3 credit hours taught during the summer.
- This policy applies to all School of Science faculty, both tenure-track and non-tenure-track, who are on 10-month contracts.