

Summer Full-Time Faculty Salaries: Review of State Schools

Executive Summary: In the survey of nine state universities, the pay for full-time faculty for a 3-credit summer course ranges from \$2800 to \$13,000, with a median of about \$4500.

Christopher Newport University: \$2800/3 credit hour course

The College of William and Mary

Faculty salaries for summer courses are determined by enrollments as follows:

Credits	Enrollment	Amount
3 credits	8-14 students	\$4,000
3 credits	15-24 students	\$4,300
3 credits	≥25 students	\$4,600
3 credits	≥35 students	\$4,900
3 credits	per student	\$500

George Mason University

Nine-month faculty pay for summer courses varies by department; a faculty member may be paid up to 10% of their salary. Therefore, if a professor earns \$130000 for the 9-month AY, they may earn up to \$13,000 for a 3-hour summer course. Faculty members are limited in that they may earn up to a maximum of 1/3 of their 9-month salary. The university utilizes a matrix system for paying adjunct faculty; this salary matrix may be found on-line at provost.gmu.edu/documents/af-salary-matrix-fall2009.pdf. (Info from Kim Ford, Personnel Project Manager).

Hampden-Sydney College

For a three-credit course, faculty are paid \$4450 assuming a minimum of eight students. Fewer than eight, the faculty have the option of continuing to offer the course but with the pay prorated by number of students (3/4 of that amount if there are six students enrolled, 1/2 if only four, etc.), or simply cancelling the course. There is no additional pay if there are over eight students enrolled. For a four-credit course, the amount of pay is scaled up by 1/3. (Robert T. Herdegen III, Dean of the Faculty)

James Madison University

Nine month faculty members are paid for summer courses within a range of \$3122-\$7800. The amount of pay is based on the College (Business School pays more) and their rank. A matrix of pay per summer course is also based on need for a specialty. Adjunct pay is market-driven and range from \$2200-\$8000, with an average salary of \$3300. Adjunct pay is based on the individual's "talent, level, and credentials." (Info from Jake Myers, Assistant VP for Academic Resources).

Longwood University: Faculty members are paid a flat rate of \$3500 per 3-hour course in the summer months. Adjunct wages are \$3000 per course for an undergraduate course, \$3500 for a graduate course, and \$3200 for an on-line course. (Info from Kim Wingo,

Academic Affairs).

Mary Washington: 2.5% of previous academic year's salary per credit hour (with a minimum of \$1300 per credit hour)

Old Dominion University: Report pending.

Radford: No response

University of Virginia

In the College of Letters and Sciences:

Adjunct ~\$6000 per course

Summer salary for faculty ~ \$8500/course (although changes by rank)

I. Summer Employment

During the summer, a faculty member who is elected on an academic year basis may receive a maximum of one-third of the previous academic year salary from all University sources. These sources include, for example, the total of teaching in the Summer Session, research on a sponsored program, and teaching or public service with the School of Continuing and Professional Studies. The limit is based on the past academic year salary, not on the upcoming salary. A faculty member who is appointed for twelve months may not receive extra compensation, including pay during the vacation period, except as overload payment as provided by the policy on consulting.

II. Summer Appointments

Appointments for summer teaching are made by the director of the Summer Session through the schools and departments. A full load consists of teaching two courses (three semester hours each) over the nine-week session or one course over a three, four and one-half, or six week period. A special salary schedule prepared by the director of the summer session, determined by the summer session budget, is the normal basis for compensation.

Summer Session faculty handbook:

Overload: Internal overload refers to a University-approved agreement between a unit which is a part of the University and a University faculty member, under which the faculty member receives a payment, in addition to his/her salary for duties beyond those normally assigned and which occur in a time interval during which the faculty member is on salary. Internal overload for non-credit teaching activities will be computed on a contact-hour basis, with a maximum of \$350 per contact hour. Internal overload for credit teaching activities will also be computed on a contact hour basis, with one three-hour course normally equivalent to 45 contact hours. Payments associated with credit activity are normally based on the faculty member's Average Daily Rate (ADR).

Virginia Commonwealth University: 7% of previous academic year's salary for a 3 credit course

Virginia Community College system

Operationally, the normal full-time faculty summer term salary rate translates to the formula: 1 credit hour or equivalent = $1/15 \times 16.5/39 \times$ previous year's salary. Thus, a faculty member earning \$45,000 AY would receive approximately \$3800 for a three-credit course.

Virginia Military Institute

Starting in summer 2011, both full and part-time faculty will be paid the adjunct rate in the respective discipline for teaching in the summer. This rate is determined using a formula based on the Oklahoma State annual faculty salary survey. These rates vary from ~\$4,500 to ~\$6,500 for a 3 credit-hour course, depending on the discipline. (Michael J. Sebastino, Assistant Dean for Academic Administration and Planning)

Virginia Tech

Maximum summer session pay is 3.75% of the academic-year salary per credit hour of instruction up to a limit of \$3,245 per credit hour. Thus, a faculty member earning \$45,000 AY may be paid up to 11.25% (3×3.75) of his/her salary (\$5,062) for a standard 3-credit course. The salary ceiling limit for summer 2010 is \$86,533 – faculty members earning salaries higher than this amount do not receive additional compensation. No faculty member may teach more than six credits per summer term or 9 credits for the entire summer.

Virginia Wesleyan: Summer salaries are determined by rank. For a three-credit course adjuncts receive \$2322.99; Assistant Professors \$2490.00; Associate Professors \$2667.00; and Professors \$2894.01.