

ACSAT Summer School 2018 Faculty Pay Policy April 23, 2018

The 2018 ACSAT Summer School Faculty Pay Policy is based on in-state undergraduate students paying \$308 per credit hour and in-state graduate students paying \$347 per credit hour as indicated at websites accessed by the following URLs: http://www.radford.edu/content/bursar/home/accounts/tuition/in-ungrad-sum1718.html#par_text_2 and http://www.radford.edu/content/bursar/home/accounts/tuition/in-grad-sum1718.html#par_text_2. The following policy reflects this revision in tuition paid by students per credit hour.

The advantages of this policy include the following:

1. The faculty member's salary and tuition paid by students are used to calculate a threshold enrollment for full pay for the faculty member in each course instead of using an enrollment of 15 students for an undergraduate course as the threshold for faculty members to receive full pay.
2. Courses can be taught for full pay at a threshold enrollment lower than 15, and the tuition generated by enrolled students will still pay for the faculty stipend and FICA expenses.

Hypothetical example for a faculty member teaching a four credit lab science course:

A biology faculty member has a \$50,000 salary and is assigned to teach BIOL 105 that has ten students enrolled who must complete the course in summer school.

2018 policy: A Biology faculty member with a \$50,000 salary is assigned to teach BIOL 105 that has ten students enrolled who must complete the course in summer school.

$\$50,000 \times 0.03 = \$1,500/\text{credit}$, and $\$1,500 \times 4 \text{ credits} = \$6,000$. $\$6,000 \times 0.0765 = \459 for FICA and a total of \$6,459 required to pay the faculty stipend.

If the BIOL 105 students each pay \$308 in-state tuition per credit, each student pays \$1,232 in tuition for BIOL 105. The \$6,459 required to pay the faculty member is generated by 5.2 students. Increase that 5.2 number up to six students and add 3 students to account for students who could drop on the first day of class to ensure that University expenses are covered makes the threshold enrollment nine students to receive full pay for teaching BIOL 105. The faculty member teaches nine students for full pay, i.e. \$6,000, instead of a minimum requirement of 15 students for full pay that had been the policy before 2013.

If the enrollment drops to eight students on census day, the faculty member's pay is reduced to 89% of full pay to reflect $8/9 = 89\%$ of students enrolled from the threshold enrollment for full pay for a stipend of \$5,340 and a total expense including FICA of \$5,749.

If the enrollment drops to seven students, the faculty members pay is reduced to 78% of full pay to reflect $7/9 = 78\%$ of students enrolled from the threshold enrollment for full pay for a stipend of \$4,680 and a total expense including FICA of \$5,038.

Adjunct and A/P faculty members teaching ACSAT summer school course would receive compensation of \$1,100 per credit.

Hypothetical example for an adjunct faculty member teaching a four credit lab science course:

A biology adjunct faculty member would be paid \$1,100 per credit to teach BIOL 105. The compensation for the adjunct faculty member would be $\$1,100/\text{credit} \times \text{four credits} = \$4,400 + \$337 \text{ FICA}$ for a total expense of \$4,737 for compensation. The BIOL 105 course has ten students enrolled who must complete the course in summer school.

2018 policy:

If the BIOL 105 students each pay \$308 in-state tuition per credit, each student pays \$1,232 in tuition for BIOL 105. The \$4,737 required to pay the adjunct faculty member is generated by four students. Add three students to account for students who could drop to ensure that University expenses are covered makes the threshold enrollment seven students to receive full adjunct pay of \$4,400 (plus FICA) for teaching BIOL 105. The faculty member teaches 10 students, or even 7 students, for full adjunct pay, i.e. \$4,400, instead of a minimum requirement of 15 students for full pay.

If the enrollment drops to six students on census day, the faculty member's pay is reduced to 86% of the threshold enrollment for full pay, i.e. $6/7 = 86\%$ of full pay, i.e. $\$4,400 \times .86 = \$3,784$ for a stipend including FICA of \$4,074.

If the enrollment drops to five students on census day, the faculty member's pay is reduced to 71% of the threshold enrollment for full pay, i.e. $5/7 = 71\%$ of full pay, i.e. $\$4,400 \times .71 = \$3,124$ for a stipend including FICA of \$3,363.

If the enrollment of any summer school course dropped to three students or less, the faculty pay would be \$300 per student.

Faculty will be compensated at a rate of \$300 per student for teaching independent studies, internships or directed study courses.

Standard compensation for summer sessions for Teaching and Research faculty teaching a traditional course will be at the rate of 3.00 percent of the annual base salary per credit hour, with a minimum of \$1,248 and a maximum of \$2,808 per credit hour.

The calculation of the threshold enrollment to receive full pay would be made by the dean's office based on course enrollments before the date that faculty members must acknowledge their contract on the FLAC system. The faculty pay will be provided to faculty members in FLAC and upon request so that decisions could be made as early as possible if faculty members decide not to teach for less than full pay.

The dean has the responsibility to ensure that the college summer school budget does not operate with a deficit. The dean has the authority to use discretion in making decisions about faculty stipends and offering courses that are required to be taught as justified by extenuating circumstances, but the college summer school budget must not operate with a deficit.