

# AAUP Works

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## Summer Pay Contract Provisions

Many departments are already attempting to finalize plans for summer courses. At this time of the year, questions sometimes come up about the contract provisions for summer pay.

It is a bit confusing, since the regulations for summer pay are actually contained in a document of the now-closed College of Evening & Continuing Education. This document, incorporated into the AAUP-UC contract by reference in Article 34.4.2, and its provisions cannot be altered outside the collective bargaining process.

Here is the relevant faculty pay rate text from that document, *Summer Sessions at the University of Cincinnati, College of Evening & Continuing Education*.

“Full-Time Faculty: Compensation is 2.5 percent of the base, non-administrative salary, for each quarter credit hour. (See compensation scale chart on page 9)”

### COMPENSATION SCALE CHART for Full-Time Faculty (Regular and Contingency Budgets)

CREDIT HOURS	PERCENT
1	2.5
2	5.0
3	7.5
4	10.0
5	12.5
6	15.0
7	17.5
8	20.0
9	22.5
10	25.0
11	27.5
12	30.0

### Regular Budget vs. Contingency Budget

Summer courses may be offered as part of either “regular budget” or “contingency

If courses are offered as part of the regular budget, faculty pay can not be prorated. Based on whether minimum enrollments are met, the Administration must decide whether or not to allow these “regular budget” courses to be taught.

Summer courses are usually not offered as part of the regular budget. It is much more common to offer summer courses on a “contingency” basis. For these courses, a “breakeven” point is calculated which sets the enrollment required to completely offset the expenses of offering the course. If the breakeven point is not reached, faculty pay would be prorated based on the actual enrollment. Here is the relevant language:

### “Pro Rata Provisions

If the actual enrollment is less than the number (breakeven point) determined to cover all instructional costs, the faculty salary will be adjusted according to the ‘per student’ rate so that instructional costs do not exceed income.

EXAMPLE: If a faculty member is to be paid \$2,250 (7.5% of \$30,000) for teaching 10 students and the actual enrollment is only 8, the salary will be reduced by the rate per student. In this case, the reduction is \$2,250/10, or \$225 per student, rounded to the nearest dollar. The faculty member's salary would be \$2,250 - (2 x \$225), or \$1,800.”

These provisions were set up to ensure that no department would lose money on a summer course, if it were to have low enrollment. Of course, if the breakeven point is not reached, a Faculty Member can always decide not to teach the course on a prorated basis.

— Dave Rubin, PhD  
Director, Contract Administration