

Faculty Summer Compensation Guidelines

College of Education

Consistent with UF faculty collective bargaining agreement – ARTICLE 17 - SUMMER APPOINTMENTS AND ASSIGNMENTS – Sections 17.5 (c, d, e) Compensation

A faculty member shall receive approximately the same total salary for teaching a course during a summer appointment as received for teaching the same course, or a course similar in credit hours and content during the academic year, regardless of the length of the summer appointment. For each three-credit-hour course assigned during the summer, a faculty member shall receive 12.50% of the faculty member's academic year rate of pay unless otherwise negotiated. Compensation for three-credit-hour courses may not be higher than 12.5% of the faculty member's academic year rate of pay. Compensation for courses more or less than three credit hours shall be prorated accordingly.

Other credit-generating activities such as thesis or dissertation supervision, directed individual studies, supervised teaching or research, or supervision of student interns, as well as research or service activities, may be assigned during the summer term. However, no faculty member shall be required to undertake such assigned other credit-generating activities, or assigned research or service activities, without compensation for that specific activity in addition to the compensation provided for the faculty member's summer instructional assignment.

Faculty members who have not been assigned a summer course shall not be required to undertake committee work without compensation for such work.

Annually each school will publish summary salary averages and ranges by rank per courses, percent reduction in negotiated salary, a list of reasons salaries were negotiated below 12.5% , and the ranks of those whose salaries were negotiated. BAC will review the data annually to determine whether the policy should be recommended for approval by FPC for the subsequent year.

Approved by COE Faculty Policy Council on 04/25/11