

SOUTHWEST TENNESSEE COMMUNITY COLLEGE**SUBJECT: Faculty Compensation during Summer Session****EFFECTIVE DATE: December 6, 2022****Purpose**

The purpose of this policy is to establish compensation for Southwest Tennessee Community College (“Southwest” or “the College”) during the summer session.

Policy

The Tennessee Board of Regents (TBR) and Southwest recognize and consider summer session assignments for faculty separate assignments from academic year appointments. Summer session includes any mini-term that is academically attached to summer session (ex. Maymester). It is further recognized that compensation for faculty assignments during summer sessions should be a factor of the regular academic year salary, which considers the nature and extent of the duties and responsibilities involved in these separate appointments.

I. Classification

- A. Category I: Regular Academic year faculty personnel who serve the College as teaching faculty during summer sessions.
 - 1. Faculty in this category shall be compensated at the rate of 1/32 of their academic year salary per semester hour of teaching load.
 - 2. The maximum summer session pay may not exceed 25 percent of the preceding academic year salary. However, based on the needs of the College, the Vice President of Academic Affairs may approve a faculty member to teach and receive compensation for up to nine (9) semester hours for the summer term and up to an additional three (3) hours for an additional class offered through TNeCampus. The additional hours for the course offered through TNeCampus will be paid as overload hours and not at the summer session rate.
- B. Category I: Regular academic year faculty who serve Southwest as teaching faculty during summer sessions:
 - 1. Category II: Regular academic year faculty who serve under grant-funded and other sponsored contracts for research and other professional services between academic years.

2. Compensation for personnel in this category shall not exceed the rate equivalent to 1/9 per month of the preceding academic year salary.
3. If the faculty member works on a part-time basis on a grant-funded or other sponsored contract project, the pay should be adjusted accordingly.

C. Category III: Division/Department Heads on an academic year appointment

1. The level of compensation for these administrators should be commensurate with the duties assigned.
2. For a full-time assignment, the rate of pay shall not exceed 25 percent of the preceding academic year salary.

D. Category IV: Part-time faculty

1. The level of compensation for faculty in this category should follow the schedule set forth as an exhibit to [TBR Policy 5.01.00.00](#) (General Personnel Policy).

II. Exceptions

- A. The compensation provisions provided above do not apply to campus-based study abroad programs included in the Tennessee Consortium for International Studies. Compensation for these programs will be determined by the College after consultation with the Consortium leadership.
- B. The number of total hours can be increased beyond the nine (9) hours for the summer term to a maximum of twelve (12) hours (four (4) classes), if the additional course (three (3) credit hours) is deemed a College need and approved by the President.
- C. Any exception to the compensation provisions indicated above require prior approval of the TBR Chancellor.

III. Other Assignments

Teaching assignments that do not qualify as summer session, for example winter session, are treated as overload in accordance with [TBR Policy 5.01.05.00](#), Outside Employment and Extra Compensation for Additional Assignments.

Responsible

Source of Policy: _____

Administrator: Associate VP of HR

TBR Policy Reference: 5.02.04.10

Related Policy: Southwest 5:01:05:00/48

TBR Guideline Reference: _____

Approved: 
President

Date: December 6, 2022