Communication

The priorities considered in developing this proposed method of compensation in order of importance are: 1) meeting student needs, 2) providing graduate students with teaching opportunities and income for the summer, 3) departmental profitability, and 4) providing additional pay for faculty. No undergraduate classes will be operated at enrollments under 12 students and no graduate classes will be operated at enrollments under 10 students. Exceptions to these limits will be discussed on a case by case basis and must be justified and the expenses covered by the profits of other courses.

Pay Rates—Undergraduate Level Course

Grad Students T/As: Pay will be a flat rate of $2,500 per 3 hour course.
NTTs: Pay will be a flat rate of $3500 per 3 hour course.
T/TT Faculty:
Asst. Professor: $4500 per 3 hour course
Assoc and Full Professor $5000 per 3 hour course

Pay Rates—Graduate Level Courses (Same as Above)

Special Consideration for Approved Low Enrollment Courses

For all under-enrolled Internship, Independent Studies, and other similar special consideration courses that will not enroll the minimum, the Department will “pass-through” all of the profits if the instructor is allowed to earn the additional compensation under University policies.

English

The flat rates per credit hour for summer teaching for each category of faculty, as follows:

3-Credit Courses

MA TA - $3300
PhD TA - $4200
Lecturer - $4500
Assistant/Teaching Professor - $5000
Associate/Teaching Professor - $6000
Full Professor - $7000

101 Courses

MA TA - $4400
PhD TA - $5600
Lecturer - $6000
Assistant/Teaching Professor - $6667
Associate/Teaching Professor - $8000
Full Professor – N/A
**Foreign Language**
Payment will be at a flat rate, for NTT faculty $4000 and if a supervisor, $4500 per 3 credit course; for TT—all ranks, $5,500 per 3 credit course. Instructors at all ranks teaching for Project GO may have slightly different caps (usually higher) as the courses are intensive and hours may differ from the traditional 3 credit courses.

**History**
All faculty will be paid on a per student basis, based on enrollment at census day for each summer session:

Professors $205/student
Associate Professors $195/student
Assistant Professors $185/student
NTT Faculty $180/student

**Interdisciplinary Studies**
Set pay for teaching a summer classroom course in IDS programs is $4,500 for all alike (part-time faculty, full-time faculty at all ranks, except if $4,500 exceeds the university’s policy about % of annual salary that can be earned during the summer).

**Philosophy and Religious Studies**
**NTT Faculty:** $165 per 3-credit student, with a maximum for each course-section that is equivalent to what the faculty member would earn for a course-section during the regular academic year. (In practice this means that part-time faculty will normally earn the same per course section in the summer as during the regular academic year.)

**Assistant Professors:** $180 per 3-credit student regardless of the number of sections taught, with maximum summer earnings fixed by general NC State rules on additional pay.

**Associate Professors:** $195 per 3-credit student regardless of the number of sections taught, with maximum summer earnings fixed by general NC State rules on additional pay.

**Professors:** $210 per 3-credit student regardless of the number of sections taught, with maximum summer earnings fixed by general NC State rules on additional pay.

**Organization**
In drawing up its summer teaching schedule, the Department will seek to avoid unnecessary competition between faculty members while addressing student needs, with the goal of increasing the probability that faculty members on 9-month salaries of up to $70,000 continue to receive approximately the same pay for summer work as on the old system. This will require higher enrollments, but in some cases fewer, larger sections will be possible.

**Note:** The Department does not have to offer any low-enrollment courses to ensure students a reasonable opportunity to make progress toward completing their degree.
programs. Special pay provisions to give faculty an incentive to teach such courses are therefore not required.

Political Science and Public Administration
Summer pay policy’s four basic principles:
1. Remuneration for tenure track faculty is as current university policy (9.9% of nine month salary for a 3 hour course). There is a cap, however, of $6800 per course. Remuneration for NTTs/grad students is the same as during the regular semester.
2. There will be a strategic scheduling of courses based on (1) student need, as defined by maximizing student progress towards degree, (2) maximizing class size and revenues, and (3) student and faculty interest.
3. Any faculty can offer to teach the courses proposed by the department chairs. Tenure-track faculty will be given top priority for assignments, doctoral students in SPIA second priority, NTTs third priority.
4. When more than one TT faculty member asks to teach a course, the assignment will be determined (a) on a rotation basis with faculty who have taught the course in the summer recently given lowest priority or (b) by lot.

Psychology
Pay Rates -
Faculty: 8K per course
Grad Students : 3k per course.

Social Work
Non Tenure Track faculty (both part-time and full time) will be paid $4,000-$5,000, per summer sessions course taught, commensurate with experience and other credentials.

Tenure/Tenure Track Faculty will be paid a minimum of $5,000 per summer sessions course taught.

*The per course rate for all faculty is determined based on credentials, experience, and course sections.

Sociology and Anthropology
All instructors receive $3500 for all face to face classes, irrespective of rank.