

Middle Georgia State University

Faculty Summer 2016 Pay Rules

MGA will pay eleven percent of a full time faculty member's 2015-16 academic year contracted salary for each three hour course taught up to a total of six hours for the Summer Semester 2016.

Each hour taught over six but less than nine (hours seven and eight) will be paid at 3.67%. For all hours taught over eight, the faculty member will be remunerated at the overload rate of \$1,000 per credit hour up to a total of 30% of the contracted salary.

Classes must have 12 students enrolled and paid to 'make". If fewer than 12 students are enrolled in a class, faculty will be remunerated at the following pro-rata pay rules:

11 Paid Students 11/12 (91.6%) of the amount calculated above

10 Paid Students 10/12 (83%) of the amount calculated above

If fewer than 10 students are enrolled the faculty member will be paid at 10/12 of the total calculated if approval to offer the course is received from both the Interim Provost and the EVP Finance & Operations.

The date to determine enrollment is close of business on the day after drop/add. The deadline to appeal pay calculations based on enrollment is August 15.

Classes with 5 or fewer students enrolled require the approval of the Interim Provost and the EVP and will only be approved in cases where a valid student success and business reason exists to offer the course.

Part time and retirees will be paid \$2,100 and \$3,000 respectively during the summer. As with full time faculty, classes with fewer than five students enrolled require the approval of the Interim Provost and the EVP Finance & Operations.

If a faculty member teaches more than six hours, the order in which courses are paid can determine their compensation. Therefore, the following Pay Order Rules will be used:

- Courses taught with 12 or more students will be paid first;
- Courses with the next highest enrollment number will be paid next and so on until all courses are paid.

Examples:

Ten Month Faculty Member with a contracted salary of \$50,000

- Teaching two 3 hour courses with 12 students enrolled in each = \$11,000
 - $(50,000 \times .11) \times 2 = \$11,000$
- Teaching two 4 hour courses with 12 students enrolled in each = \$14,670
 - $((50,000 \times .11) \times 2) + ((50,000 \times .0367) \times 2) = \$14,670$
- Teaching one 3 hour course with 10 students and one 4 hour course with 11 students = \$11,307.08
 - $((50,000 \times .11) \times 10/12) + ((50,000 \times .11 \times 11/12) + (50,000 \times .0367 \times 11/12)) = \$11,307.08$

*Pay Rules are for **Summer 2016 ONLY***