

Template for CAS Summer Session Policy
Department of German and Scandinavian

I. Preamble

Summer session is an opportunity to provide courses for students outside of the standard academic year. The University and the College determine how net revenues from the summer session instruction are allocated. In collaboration with the Dean's office, departments and programs coordinate opportunities for faculty to teach courses during summer session.

Since departments are expected, at minimum, to break even, they should think carefully about the cost of resources they invest in summer courses relative to the anticipated enrollments. If the tuition income does not cover the cost of offering summer courses, reimbursement will be due to the College.

This policy concerns summer session appointments for tenure-related, non-tenure-track, and pro tem faculty only; summer appointments for graduate students are governed by the GTFF collective bargaining agreement.

II. Determination of Course Offerings

Prior to scheduling courses for summer session, and during the settle-up period after summer term is over, the Dean's office will provide departments and programs with guidance on summer session course planning, including budgetary guidance on how net revenues will be allocated to departments and programs and schedules for determining enrollment needed to break even for various levels of instructor compensation.

[Dean's Guidance: Department/program explains the principles and general process by which course offerings are determined.](#)

Course offerings are determined

1. by the need of future Majors and Minors to fulfill language requirement in order to minimize time to degree completion
2. by need of undergraduate students to receive Group Satisfying and Multicultural Courses (A&L, IP and IC credits) in order to minimize time to degree completion.
3. by interest of department to attract student interest in German and Scandinavian Studies
4. Financial needs of Department

III. Assignment of Instructors to Courses

Summer instructional contracts are distinct and separate from nine-month, academic-year contracts. An offer of a summer session appointment will be made at least five weeks prior to the beginning of the appointment, whenever feasible. Except as

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described in Article 18, Section 5 of the 2015-18 United Academics CBA, a bargaining unit faculty member on an academic-year appointment is not required to accept a summer session appointment, and will not be subject to discrimination and/or retaliation for declining a summer session appointment.

Dean's Guidance: Department/program explains the principles by which it assigns instructors to courses, including who gets priority for a limited set of available courses. For these purposes, eligible graduate students *should* be considered together with faculty members to the extent that they are qualified to teach the same courses.

Principles, priorities, by which GERSCAN assigns instructors to courses. After soliciting and receiving applications for summer teaching the Department will assign courses according to the following guidelines:

I. Language Courses

a. Qualified Graduate Students who indicate interest in summer teaching have first priority as promised in the acceptance into our graduate program. Qualification is determined by the head's consultation of student evaluations, the advice from language teaching coordinator and the applicant's advisor and/or supervisor.

1. Qualified MA students and first year PHD students who indicate interest and have not taught summer courses.

2. Qualified MA and PhD students according to past summer teaching assignments. For example, a person who has only taught once will have preference over a person who has taught twice as long as the qualifications are the same. The Department is dedicated to fairness in assigning summer teaching positions.

b. Qualified NTTF who indicate interest in summer teaching. Qualification is determined by the head's consultation of student evaluations and of advice from language teaching coordinator.

c. Qualified ProTem who indicate interest in summer teaching. Qualification is determined by the head's consultation of student evaluations and of advice from language teaching coordinator.

II. Coordination/Culture/Literature Courses

a. Qualified TTF and career NTTF who indicate interest in summer teaching have first priority as long as the course fits into GERSCAN's curricular vision and is financially feasible.

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b. Qualified ProTem

Qualification is determined by the head's evaluation of proposal, consultation of student evaluations.

IV. Professional Responsibilities of Instructor During Summer Session

Professional responsibilities of faculty teaching summer session courses are identical to those connected with teaching a course during the academic year. This includes holding weekly office hours, answering standard advising questions that arise for students, and standard duties associated with administering the course that arise even before or after the summer session term (e.g., finalizing grades of "incomplete"). The following principles will determine what constitutes a full-time workload during the summer term:

- A. The FTE assigned a course must be the same no matter who teaches the course.
- B. A standard 4-credit academic course taught in a 4-week term constitutes .9 FTE for that term. This equates to .3 FTE prorated across the entire 12-week summer session.
- C. 3- and 5-credit courses are counted the same as 4-credit courses for the purposes of calculating faculty FTE
- D. FTE for courses carrying other amounts of credit is prorated on a 4-credit standard

Any exception to these principles must be appropriately documented and approved through prior consultation with CAS.

The combination of summer research and instructional appointments for the same faculty member must not exceed 1.0 FTE across all parts of summer session. See the addendum for a table showing FTE for various summer session appointments and cases where assignments greater than 1.0 FTE within a given term are likely to be approved by CAS.

Dean's Guidance: Department/program may provide any unit-specific context for professional responsibilities.

V. Compensation

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Summer-session base salaries may differ from academic-year base salaries, except in cases of required summer-session assignments described in Article 18, Section 5 of the 2015-18 United Academics CBA.

Dean's Guidance: Department/program explains the principles by which it sets summer-session compensation. A department/program may use either of two methods to apply a base salary throughout the unit:

- Option 1: Set a single base salary for all faculty teaching during summer term.
- Option 2: Set a few different summer base salaries corresponding to differences in faculty classification, rank, and/or experience (e.g. pro tem NTTF, career NTTF, and TTF). Base salaries may not vary from individual to individual within a given faculty category, and the criteria for each category should be straightforward and easy to apply.

GERSCAN sets summer base salaries corresponding to differences in faculty classification, rank, and/or experience (e.g. pro tem NTTF, career NTTF, and TTF).

Base salary per CBA for ProTem: \$35,100 (around \$3,900 per course)

Set base salary for NTTF: 4,500 per course)

Set base salary for TTF: \$5,000 per course

As soon as high enrollment numbers are reached, we will revisit these policies for subsequent years.

The base salary should be set at a level that incentivizes qualified faculty to accept summer session assignments but that also generates net revenue.

- **Comment: This is an unrealistic request. The pressure to generate net revenue undercuts the possibility to incentivize instructors**
- Base salaries for teaching during the summer session must be approved by the Dean's office and cannot exceed the instructor's academic-year salary, except in extraordinary circumstances and with approval from the dean.

VI. Course Cancellation

Summer session is similar to other self-support programs where each course has a clear cost and tuition revenue connected to it. As such, summer session courses that do not have sufficient enrollment prior to the scheduled start of the course will be cancelled. This arrangement will be clearly stated to the faculty member in the appointment notice for this voluntary assignment. There are times when a summer session course may be offered, based on pedagogical or other academic principles, even when it generates a

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net financial loss. For example, a key methodological course to train incoming graduate students might fall into this category.

In the event that a course is cancelled, the department or unit will attempt to appoint the bargaining unit faculty member to a new assignment.

VII. Research Appointments During the Summer

To comply with federal requirements, when a nine-month faculty member is funded at 1.0 FTE on a research contract during the summer, the faculty member must work exclusively on that project. Faculty members should not accept 1.0 FTE summer research appointments for any period of time when they will not be working on the project. To comply with federal regulations, non-instructional summer pay funded by a sponsored project is based on a faculty member's academic-year base salary. Professional responsibilities are specified by the principal investigator (or designee) and/or by the agreement with the granting agency.

ADDENDUM

I. FTE Assignment by Type of Summer Course

Summer term FTE should be based on what the course FTE would be during an academic year. In CAS, a course is typically .1 FTE annually or .3FTE during a term. 3- and 5-credit courses are counted the same as 4-credit courses for the purposes of calculating faculty FTE. FTE for courses carrying other amounts of credit is prorated on a 4-credit standard. Course credit hours and their associated 12-week contract FTE are as follows:

Course Credit Hours	12-week Contract FTE
1	.075
2	.15
3, 4 or 5	.30
8	.60
12	.90

Web-based course FTE is normally the same as for conventional non-online courses.

Other situations require prior consultation with CAS to set FTE.

II. Examples of Summer Term Overload Assignments

Examples of summer-term overload assignments (> 1.0 FTE within a summer term) that are **currently** likely to be approved by CAS:

- A. One 3, 4 or 5-credit course in fewer than 4 weeks, assuming that the shorter interval does not necessitate an unrealistic level of student engagement.
- B. Two 3-, 4-, or 5-credit courses during one of the three 4-week summer terms, but typically not in two such terms.