

Summer Session Policy
Department of Chemistry and Biochemistry

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.

Principles: In determining summer course offerings, the Department of Chemistry and Biochemistry considers the curriculum needs of its undergraduate and graduate student majors and students majoring in closely related scientific disciplines. In addition, the department considers the historical enrollments in its summer courses to verify the economic viability of the curriculum. This usually means that offering laboratory courses, which are revenue negative, must be offset by associated lecture courses, which are revenue positive. Summer course offerings typically include Introduction to Chemical Principles (CH111), General Chemistry lecture (CH221,222,223), General Chemistry Lab (CH227,228,229), Organic Chemistry lecture (CH331,335,336), and Organic Chemistry Lab (CH337,338).

Process: On an annual basis, the assistant department head consults with the department head prior to deciding on summer course offerings to determine feasibility and practicality of offerings. When new summer courses are considered, input from the curriculum committee is solicited. The assistant department head reviews the proposed offerings and the associated budget with the department head. The department head has final approval of the list of course offerings and the associated budget.

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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 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.

Principles for assigning instructors: Primary considerations for assigning an instructor to a summer course is competence and ability to teach the subject, in addition to availability throughout the period during which the course will be offered. The assistant department head sends an annual email message to invite current faculty to apply for summer session teaching opportunities before opening these positions to the broader chemistry community. Priority consideration for filling these positions are given first to current faculty, and next to qualified graduate students and postdoctoral associates within the department who request consideration. Assignments are made to the pool of instructors who have made requests for consideration. If vacancies remain, the assistant department head publicizes the remaining openings via email, the UO HR website and Academic Jobs Online. All outside applicants must have completed their PhD and have a proven ability to teach effectively at the university level.

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

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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.

V. Compensation

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.

Salaries will be structured according to level of experience in three levels as follows:

Level I: Instructors in this category will have an advanced degree in chemistry or a discipline closely related to the course to be taught and have 0-3 years of teaching experience at the university or community college level.

Level II: Instructors in this category will have an advanced degree in chemistry or a discipline closely related to the course to be taught and have 4-10 years of teaching experience at the university or community college level.

Level III: Instructors in this category will have an advanced degree in chemistry or a discipline closely related to the course to be taught and have more than 10 years of teaching experience at the university or community college level.

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

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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.

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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.