

Summer Salary Recommendation

BRING ON TOMORROW

Academic Senate

Faculty Welfare and Personnel Committee



INDIANA UNIVERSITY
SOUTH BEND





What you need to know

1

Summer salary caps were put in place in the 2000s as a way to provide equity for faculty teaching in the summer. Prior to this, faculty received 10% of academic year pay for each 3 credit course.

2

The initial cap was put at **\$5000**. That cap remained at that level for a number of years. Faculty making less than \$50,000 a year received 10% of salary.

3

The summer salary cap has been raised since (to **\$5500, then \$5838 (2018), and now \$5896**), but it does not increase every year and the increase has not been linked to any known metric (like % raise or % tuition increase).

4

Due to increases in starting salaries and raises given at promotions, over 90% of tenure-line faculty members at IU South Bend now make above \$60,000. So we have the reverse situation now of what actually led to the cap in the first place.



What you need to know

1

EAST: Faculty earn 10% per 3 credit course (up to 2 classes). Deans can pro-rate salary if enrollment targets not met, but each Dean does it differently.

2

KOKOMO: Earn 10% of salary (up to 2 courses) with a cap set at \$7532 per course. Cap is increased each year by the average increase in faculty salaries.

3

NORTHWEST: Faculty earn 10% per 3 credit course (up to 2 classes). They pro-rate salary if enrollment targets not met, but for adjunct faculty only. Business faculty can only teach one course in the summer because of their higher pay.

4

SOUTHEAST: Faculty are paid 10% per 3-credit course (up to 2 courses) but must meet enrollment minimums [15 (100-200), 12 (300-400), 10 (grad)]. Can teach for 93% of tuition revenue if they do not meet minimums



What we recommend

1

Raise the summer salary cap to \$7532 to match Kokomo. All classes must meet enrollment targets for faculty to earn this salary.

2

Each time there is either a salary increase or a tuition increase, the summer salary cap would be raised by the same percent.

3

When classes do not meet enrollment targets, allow Deans to decide if the class can still be taught under the condition that the faculty member is paid a percentage of the tuition generated; ; the CFO should consult with the Deans to establish a uniform percentage to be used .

4

Develop a summer enrollment strategy that would allow faculty who teach larger enrollment courses (30 and up) to be paid 10% of their salary instead of the cap if 10% of their salary is above the cap.