



Know Your Rights!

The right to negotiate a flat-fee for non-teaching work during Summer Term

From time to time, the University will offer or request non-teaching employment of 9 month Faculty outside of their academic year employment contracts. Article IX, Section 3 (p. 39) of the CBA states that “no member of the Faculty is required to accept a summer or intersession offer of employment.” Should you choose to accept employment from the University outside your regular academic employment contract, you have the right to be compensated.

Summer Teaching:

IX.3.B.1 (pp. 39-40) states that Faculty will be compensated for summer or intersession teaching at 1/36 of the academic year salary for each workload credit hour up to a maximum of 12 credit hours. Intersession teaching is likewise compensated at the 1/36 of academic year salary rate (see IX.3.A.2). The contract also provides for compensation for individualized instruction (such as individual investigations and honors theses) and for active direction of dissertations and theses during the summer. See IX.3.B.4-5 (pp. 40-41) of the CBA.

Other Summer Employment:

Many Faculty take on duties during the summer months outside of their regular employment contracts voluntarily for the good of their department, school or college. Such examples of good citizenship are to be commended. At the same time, it is worth noting that, according to Article IX, Section 3.B.3 (p. 40) of the CBA, Faculty have the right to request compensation on a flat-fee basis for summer employment offered or requested by the University that is “not necessarily related to academic year or summer session instructional responsibilities and compensation-base.” The CBA states that such non-instructional responsibilities include but are not limited to:

- assumption of responsibilities which are essentially administrative or supervisory in nature;
- special assignments not relating to summer instructional responsibilities in areas such as academic advising, student recruitment/retention, and outreach activities;
- appointments/awards designed to foster research, professional development, or teaching/curricular development in lieu of summer instructional appointment; and
- the offering of non-credit workshops.

Request for flat-fee compensation for summer employment must be made by the Faculty member prior to the commencement of the employment.

If you feel pressure from your Chair, Director, or Dean to accept summer employment without flat-fee compensation, contact AAUP-KSU (330-673-9118) to discuss filing a grievance.

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8/19/09