



Know Your Rights!

Summer Term Teaching Assignments

While **you do not have the right to 1) summer or intersession teaching or 2) any particular course or time slot**, you do have rights when it comes to summer teaching.

- You have the right to refuse an offer of summer teaching. See Article IX, Section 4 (pp. 45-46) of the CBA.
- In addition, Tenure Track Faculty have priority for summer courses offered. See Article IX, Section 4.B.6 (p. 49) of the CBA.

CBA Article IX, Section 4 states: “certain intersession and summer academic programs may require particular expertise.... However, to the extent possible within the above parameters, the academic units and the individual regional campuses will endeavor to distribute equitably these opportunities to work among members of the bargaining unit **without regard to academic rank.**”

Article IX, Section 4.B.6 of the CBA specifies further the priority of assignment:

- For courses offered at the Kent Campus, Kent Campus tenured and tenure track Faculty of the academic unit have priority.
- For courses offered at regional campuses, resident Faculty at the campus have first priority followed by tenured and tenure track Faculty of the Regional Campus System.

Most summer courses are offered on an enrollment contingency basis. In the past, high salaried Faculty members were often priced out of summer teaching. The 2012 CBA contains a provision allowing for **the possibility of pro-rated compensation for summer courses that do not meet the minimum enrollment** established by the University:

- “The specific minimum enrollment for the enrollment contingent course will be communicated to the Faculty member at the time the course assignment is offered to the Faculty member, and noted on the summer workload statement”(Article IX, Section 4.B.2, p. 47).
- “In the event that the student enrollment does not reach the minimum established by the University and with the voluntary written agreement of the Faculty member, the University may provide compensation proportionate to the number of students enrolled in the class by the relevant census date as determined by the University”(Article IX, Section 4.B.2, p. 47).

In no case should a Faculty member agree to pro-rated compensation for a summer course until both (i) the minimum enrollment established for the course and (ii) the actual enrollment at the census date determined by the University are known.

Also be aware that nothing in the CBA prevents the University from providing full compensation to a Faculty member teaching an under enrolled summer course.

If you have concerns about whether the priority of summer assignment is being respected or about a request that you teach a course for a pro-rated amount, contact AAUP-KSU (330-673-9118; office@aaupksu.org).