

Know Your Rights!

Most classes taught within the Kent State system during summer are “enrollment-contingent.” This means that compensation is calculated as a percentage of the total enrollment in a course. The “break-even” number indicates the number of students required to be enrolled in the course for the instructor to receive full compensation.

When a faculty member is offered a summer assignment, a workload statement is issued and the faculty member is asked to indicate whether they are willing to accept proportional compensation, and if so, the minimum number of students they will agree to. If a faculty member indicates an unwillingness to accept proportional compensation, and if the enrollment does not meet the “break-even” number, the unit administrator can decide to cancel the course or assign it to another faculty member.

There is some confusion regarding the meaning of what the University calls the “Census Date.” The Census Date is defined as the date when the unit administrator compares the current enrollment to the enrollment number identified by the faculty member in the signed workload statement. This number becomes the minimum for which the faculty member will be compensated. However, if enrollment increases by the last day to enroll, that becomes the enrollment number used for compensation. The enrollment number cannot decrease once the Census Date has passed.

For example, an instructor agrees to a minimum compensation for 6 students and the break-even number is 12 students. On the Census Date, 7 students are enrolled. Therefore, compensation will be **$7/12 * \text{Summer Salary}$** (see FTNTT CBA 2020, Addendum A).

If, however, by the final day to enroll 10 students are registered. The compensation will be **$10/12 * \text{Summer Salary}$** .

If you believe that your compensation for summer teaching is incorrect, or you have questions about it, **contact AAUP-KSU at (330) 673-9118 or office@aaupksu.org**.