

PURPOSE

The Tennessee Board of Regents recognizes and considers summer session and inter-session assignments of faculty as separate assignments from academic year appointments. It is further recognized that compensation for faculty assignments during summer sessions and inter-sessions should be a factor of the regular academic year salary which takes into account the nature and extent of the duties and responsibilities involved in these separate appointments. To provide for such appropriate levels of compensation for faculty service during summer sessions and inter-sessions, the Board hereby adopts the following compensation provisions.

DEFINITIONS

N/A

POLICY/GUIDELINE

- I. Classifications
 - A. Category I: Regular Academic year faculty personnel who serve the institution as teaching faculty during inter-sessions and summer sessions.
 - 1. Faculty in this category shall be compensated at the rate of 1/32 of their academic year salary per semester hour of teaching load.
 - 2. The maximum summer and inter-session pay may not exceed 25 percent of the preceding academic year salary; however, except as needs are determined by the institution, a faculty member may teach and be compensated for up to nine semester hours for the summer term, with appropriate documentation of need maintained at the institution.
 - B. Category II: Regular academic year faculty who serve under sponsored contracts for research and other professional services between academic years.
 - 1. Compensation for personnel in this category shall not exceed the rate equivalent to one-ninth per month of the preceding academic year salary.
 - 2. If the faculty member works on a part-time basis on a sponsored contract project, the pay should be adjusted accordingly.
 - C. Category III: Division/Department Heads on an academic year appointment.
 - 1. The level of compensation for these administrators should be commensurate with the duties assigned.
 - 2. For a full-time assignment, the rate of pay shall not exceed 25 percent of the preceding academic year salary.
 - D. Category IV: Part-time faculty.
 - 1. The level of compensation for faculty in this category should follow the schedule set forth in TBR Policy 5.01.00.00, General Personnel.
- II. Exceptions
 - A. The above compensation provisions do not apply to campus-based study abroad programs or study abroad programs included in the Tennessee Consortium for International Studies (TCIS).
 - 1. Compensation for these programs will be determined by the institution or the Executive Director of TCIS, respectively.
 - B. The number of total hours can be increased beyond the nine (9) hours for the summer term to a maximum of twelve (12) hours (four classes), if the additional course (three credit hours) is offered

through TNeCampus. The three additional hours for the course offered through TNeCampus will be paid as overload hours versus the normal summer school rate.

1. This exception is optional for campuses and the Chief Academic Officer must sign a request for the waiver.
- C. The number of total hours can be increased beyond the nine (9) hours for the summer term to a maximum of twelve (12) hours (four classes), if the additional course (three credit hours) is deemed an institutional need and approved by the president.
- D. Any exception to the compensation provisions indicated above requires prior approval by the Chancellor.

SOURCES

T.C.A. § 49-8-203

RELATED POLICIES

TBR Policy 5.02.04.10

Approved by President's Cabinet 1/24/22