

## 5. Administration of Faculty Compensation

The provost and vice president for academic affairs, in conjunction with the academic deans, has responsibility for the administration of this policy. Unit heads will recommend compensation for their employees in accordance with university policies, procedures, and guidelines.

## 6. Faculty Compensation

a. **General Information:** Faculty salaries are normally budgeted for a 9-month period. Faculty members are compensated on the basis of a fair and reasonable workload. See Faculty Workload (7.13). Under the Federal Wage and Labor Law, faculty employees are exempt from overtime regulations.

b. **Market Data:** University administrators will use the College and University Professional Association for Human Resources (CUPAHR) as its primary determinant of the market value for faculty salaries. Other relevant market data will be considered when appropriate.

c. **Compensation for Summer Teaching:** Summer teaching is not guaranteed. See Summer Teaching Appointments (7.28). Normally, faculty members are compensated for summer teaching at a rate of 1/6 of their 9-month teaching salary for a 100% teaching assignment for each summer session. In certain budgetary circumstances, the rate of compensation may be adjusted. Compensation is prorated for assignments less than two teaching units. Compensation for summer teaching is provided through the SFA summer budget.

d. **Compensation for Adjunct Faculty:** When considered necessary to hire adjunct faculty to teach courses, the compensation should be based on the following ranges:

Years of Experience	Salary Range (per course)
Zero to Six	\$2,500 - \$3,000
Seven to Ten	\$2,650 - \$3,200
Over Ten	\$2,800 - \$3,800

e. Stipends may vary by college, discipline, need, and the educational level of the proposed adjunct faculty member. Any variation must be recommended by the chair and dean and approved by the provost and vice president of academic affairs prior to appointment.

f. **Additional Compensation:** In instances where faculty members provide services outside of their normal teaching duties, they may be eligible for additional compensation. See Salary Supplements, Stipends and Additional Compensation