

## Pay Guidance for Summer 2022

This page provides guidance on pay/compensation for the important work that many faculty perform in the summer. The guidance below should assist you with making decisions regarding your work commitments this summer. Please reach out to your chair or [pcfaffairs@gsu.edu](mailto:pcfaffairs@gsu.edu) if you have any questions or need additional guidance. In particular, review the important deadline in #9.

### Key university guidelines for all faculty summer work:

1. Summer work includes work performed during the summer months when faculty are not under contract (generally mid-May through the mid-August).
2. Payment for work in the summer occurs during the summer and may not be paid outside of the summer period.
3. 30% of your academic year salary is the maximum amount of payment that GSU faculty can receive in the summer from state funds. An additional 3.3% may be earned from sponsored sources external to the university (e.g., from the Foundation, NIH, NSF).
4. The 30% maximum for most cases represents a combined total for summer work that includes compensation both for teaching credited courses as well as for other activities such as curriculum development, accelerator courses, or special projects that are internally or externally funded (grants, foundation, central units, etc.)
5. UPDATE FOR THIS YEAR: The University does not permit faculty to accept work for partial payment that would otherwise exceed the 30% threshold of your academic year salary.

### Additional guidelines regarding teaching at Perimeter College in the summer:

6. Tenured/tenure-track faculty and lecturers will receive percentage pay up to the 20% maximum for instruction for up to 6 total workload hours. There is no minimum enrollment number to receive percentage pay as long as the section has been approved to run. Additional workload hours for teaching are paid at the part-time pay rate. For examples of summer workload payments, refer to [the illustrations below](#).
7. Percentage pay requires office hours and service to the department/college.
8. Limited-term faculty and part-time instructors will receive part-time pay for each summer class taught.

### Additional guidelines regarding special projects and other activities at Perimeter College in the summer:

9. Discuss all summer activities with your department chair as soon as possible to plan for summer instruction and assure that you are paid correctly. This is especially important

for incentivized summer projects. If summer activities are sponsored by QEP, the Dean's Office, CETLOE, or any other funded source, it is crucial that faculty communicate with the department chair about these activities. Chairs need to review summer activity by April 30.

### Summer Pay Examples

Summer percentage pay for tenured/tenure-track faculty and lecturers is based on workload hours and number of classes taught within the maximum percentage pay of 20%, up to 6 workload hours.

1 workload hour = 3.3%	4 workload hours = 13.3%
2 workload hours = 6.7%	5 workload hours = 16.7%
3 workload hours = 10%	6 workload hours = 20%

Additional workload hours above 6 are paid at the part-time pay rate for the course.

The following are several examples of summer schedules with illustrations of the pay they would generate. All examples assume a faculty member's annual salary at \$54,000.

Class	Workload Hrs.	Percentage	PT	Total Pay
MATH 2211	4	\$ 5,400 (10%)	\$ 867	\$ 6,267
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Total	8	\$ 10,800	\$ 1,734	\$ 12,534 (23%)

Class	Workload Hrs.	Percentage	PT	Total Pay
MATH 2211	4	\$ 5,400 (10%)	\$ 867	\$ 6,267
MATH 1111	3	\$ 5,400 (10%)		\$ 5,400
Total	7	\$ 10,800	\$ 867	\$ 11,667 (22%)

Class	Workload Hrs.	Percentage	PT	Total Pay
MATH 2211	4	\$ 5,400 (10%)	\$ 867	\$ 6,267
MATH 0997	1	\$ 1,782 (3.3%)		\$ 1,782
MATH 0999	2	\$ 3,618 (6.7%)		\$ 3,618
Total	7	\$ 10,800	\$ 867	\$ 11,667 (22%)

Class	Workload Hrs.	Percentage	PT	Total Pay
MATH 2211	4	\$ 7,182 (13.3%)		\$ 7,182

Total	4	\$ 7,182		\$ 7,182 (13.3%)
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Class	Workload Hrs.	Percentage	PT	Total Pay
SCOM 1000	2	\$ 3,618 (6.7%)		\$ 3,618
SCOM 1000	2	\$ 3,618 (6.7%)		\$ 3,618
SCOM 1000	2	\$ 3,564 (6.6%)		\$ 3,564
Total	6	\$ 10,800		\$ 10,800 (20%)

Class	Workload Hrs.	Percentage	PT	Total Pay
KH 2022	3	\$ 5,400 (10%)		\$ 5,400
PERS 2002	2	\$ 3,618 (6.7%)		\$ 3,618
PERS 2002	2	\$ 1,782 (3.3%)	\$ 700	\$ 2,482
Total	6	\$ 10,800		\$ 11,500 (21%)