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KFSCIS Policy on Summer Overload Pay for 4/4 Teaching Faculty with a Research Assignment

Motivation: According to the College policy on summer teaching, a full-time teaching faculty member with a default load of 8 classes per year is allowed to teach up to 3 in-load courses of 3 credits each, in the summer[1]. From time to time it is to the advantage of both the School and a specific teaching faculty member for that faculty member to replace one or more of those classes with a month of research. This is the case, for example, for many of the educational research or curriculum grants that KFSCIS receives. KFSCIS wishes to encourage this replacement of teaching effort with research effort where appropriate.

Problem: Replacing a faculty member's summer in-load class effort with research puts the faculty member in question to a disadvantage with regards to salary, because in-load summer classes are remunerated at 12.5% of a faculty member's AY salary, while one month of research (both equivalent to 1/3 of summer effort) is only remunerated at 11%. In general, every unit of teaching effort in the summer is remunerated at $25/22^{\text{ths}}$ the rate of equivalent research effort. The result is that, for the official same amount of work (a full summer load), a faculty member receives less pay for doing research than for just teaching, disincentivizing research to the disadvantage of KFSCIS, as well as perhaps also the faculty member's interests and funded grant opportunities.

An example of this deficit is shown in the difference between Figure 1(a) and 1(b), computed for a faculty member who is making $65k per AY. Column (a) represents the case of teaching 2 in-load classes plus one month of research, while column (b) represents 3 in-load classes only. In this case, the deficit is $903[2] for replacing a class with a month of research.

Solution: The UFF CBA and rules on salary charged as grant expenditures prevents KFSCIS from rectifying this situation in the case that the faculty member teaches only in-load classes. However, incorporating a funded research appointment has the effect of moving an in-load class to overload, allowing the following policy solution:

In the case of a faculty member who is eligible to teach 9 in-load summer credits (equivalent to three in-load 3-credit courses), and has moved N (<9) credits of in-load teaching effort teaching effort into overload teaching effort (substituting the in-load teaching with research effort), the first overload class will be paid out at a rate that results in the same total remuneration for the faculty member that they would be due were they to teach 9 in-load credits plus N overload credits.

Note that such a policy is budget neutral from the point of view of KFSCIS funds used to pay for teaching.

Example #1: Consider the case of Prof. X who teaches 8 classes per AY and has a 9-month AY salary of $65k. Prof X's overload rate is $3600 per overload class and assume that Prof. X is teaching one 3-credit overload summer class. In the case that Prof. X replaces one 3-credit in-load class with 1/3 summer of research effort, they will make a total of $27,072 for the summer, as illustrated in Figure 1(c). This is $903 less than the $27,975 Prof X. would have made if they taught 3 in-load courses plus 1 overload, as shown in Figure 1(d). To correct this disparity and re-incentivize class-to-research replacement, the overload course will be paid at a rate of $4,503, bringing Prof X.'s summer remuneration to $27,975, as shown in Figure 1(e), equal to what it would have been without teaching-to-research replacement. Other overload payments are not affected.

Example #2: Consider the case of Prof. Y, Ph.D. ($4600 overload rate), with an AY salary of $65k, who teaches 8 classes per AY, and would like to teach two 3-credit classes, 1/3 summer of research effort, and a 1-credit overload. If they were to teach three 3-credit in-load classes plus a single 1-credit overload, they would make a total of $25,908, with the 1-credit overload class being paid out at $1533. Teaching two 3-credit classes plus 1 month of summer research effort is worth $23,472, which means that the 1-credit overload will be paid at a rate of $25,908 - $23,472 = $2,436 = $1533 + $903.

Example #3: Consider the case of Prof. Z ($3600 overload rate), $65k salary, 4/4 assignment, who would like to replace two in-load 3-credit classes and replacement them research, moving those classes to overload. The summer pay in this situation would be only $29,769, which is $1806 less than the $31,575 would make in the case of of three

[1] The current college policy is that if a faculty member has a default teaching load of *n* courses in the academic year, they may teach $\left(\frac{n}{2}-1\right)$ courses in the summer, rounded down. That means a faculty with a default load of 8 classes in the AY can teach 3 in-load classes in the summer. A faculty with a default load of 7 classes in the AY can teach at most 2 classes, and special permission must be obtained to teach 3.

[2] All amounts in the examples are rounded to the nearest dollar. When performing these calculations in real life, all amounts should be computed to the closest cent.

in-load plus two overload classes (Figure 1(f)). Therefore, the first overload class will be paid out at the rate of $3,600+$1,806 = $5,406, to bring the pay in-line with the pure teaching scenario (Figure 1(g)).