

Know Your Rights!

Article IX, Faculty Workload, Section 4, covers your rights regarding **Summer and Intersession Workload**. The intersession and summer period is not part of the regular academic year (AY). For faculty on regular academic year contracts, summer teaching is not a right and no member of the Faculty is required to accept a summer or intersession offer of employment. That said, individual units and individual regional campuses must endeavor to distribute equitably the opportunities for summer contracts without regard to academic rank.

- **Workload and Compensation:** The normal summer workload for full pay (one-sixth of the AY salary) shall be six hours per term. Exceptions to this must be approved by the College Dean or for regional campuses, the Provost or Provost designee. **The rate of compensation is 1/36 of the AY salary for each workload credit hour.** The maximum summer workload shall be 12 hours including any combination of Summer Sessions I, II and III. (B.1.a, b, & c)
- **Enrollment Contingent Courses:** The University may offer summer courses on an enrollment contingent basis.
 - The formulas for this must be made available to all Faculty and academic administrators each year by January 30.
 - The specific minimum enrollment must be communicated to the Faculty member at the time the course assignment is offered.
 - The Faculty member has 5 days to let the administrator know if the offer is accepted. Lack of response from the Faculty member indicates acceptance of the offer. If the Faculty member declines to teach with the proportionate compensation, the University may offer the course to someone else or may cancel the course.
 - If a course is cancelled after the first meeting, the Faculty member shall be compensated proportionate to the number of class sessions and number of students, if applicable, conducted prior to cancellation. In no case will a new section of a course that has been cancelled due to low enrollment be opened after cancellation and offered to a different instructor. (B.2, a-d)
- **Priority of Summer and Intersession assignment: Kent Campus** – Priority of assignment to Intersession and Summer Session courses shall go to Kent Campus TT Faculty of the academic unit. **Regional Campuses** – Priority of assignment to Intersession and Summer Session courses shall go to the TT Faculty members at the campus where the course is scheduled and then to TT Faculty of the RC system. RC Faculty seeking assignment to courses at more than one campus are obligated to inform the offices of the campus Deans of the respective campuses of the courses to which they are seeking assignment. (B.6, a-b)

If you believe that your rights for Summer Workload have been violated **contact KSUFA at (330) 673-9118 or office@ksufa.org.**