

Summer Salary Policy for FY Faculty in the Department of Physics
May 12, 2008

- *Purpose for this policy.* This document describes the policy that will be applied to Fiscal Year faculty in the Department of Physics who do not provide two months of summer salary support from extramural funding. Such faculty are expected to perform extra department duties, as compared to FY faculty who do have a full two months of summer support. The reason for these extra duties is straightforward – it is only fair that faculty who are supported solely by the department during the summer should expect to perform some department duties in return. There is also the issue of fairness from the point of view of Academic Year faculty, since if those faculty do not provide external summer support, they do not receive any summer salary. The level of extra duties that will be expected of FY faculty without summer salary will be commensurate with the shortfall in the summer salary contributions and all attempts will be made to make it equitable and not onerous. The policy described in this document is essentially identical to the “informal” policy that was in effect prior to this year.
- *Expected department teaching duties.* The extra duties for FY faculty without summer support may be assigned either during the summer or during the academic year. Since the department teaching load during the summer is relatively small, we anticipate that the extra duties will often come during the academic year. The normal teaching load in the Department during the academic year is one course per semester. For the 2008-09 academic year we will take 2 months of summer salary to be the approximate “equivalent” of teaching 0.5 course during one semester during the academic year. One month of summer salary will thus be equivalent to 0.25 course. For the 2009-10 academic year and thereafter, 2 months of summer salary will be taken as the equivalent of teaching 1 course during one semester during the academic year.
- *When extra duties will be assigned.* Extra duties may be assigned immediately after a year or summer in which summer salary is not paid by extramural support. So, if a faculty member fails to have summer support in the summer of 2008, he or she may be assigned extra duties as early as during the 2008-09 academic year. At the discretion of the Head and with the agreement of the faculty member, extra duties may be deferred for up to one year. For example, if summer salary is not covered for two consecutive summers (e.g., 2008 and 2009) extra duties for both summers may be accumulated and assigned during the 2009-10 academic year.
- *How extra duties will be determined.* The extra teaching duties may be a normal course or several recitation sections. We will take 4 hours of recitation per week as equivalent to one course for this purpose. Other duties may also be substituted in place of extra teaching, depending on department needs.
- *Special cases.* At the discretion of the Head, faculty who lose funding after having had full support for a number of years or who have served the department in other ways, may be given a “grace period” before extra duties are assigned. Other exceptions may also be possible, on a case-by-case basis