

Faculty Compensation Guidelines for Winter Term 2025

General

The following guidelines outline faculty compensation for Winter Term.

Hiring Procedure

When hiring full- and part-time faculty, Eastern Kentucky University adheres to the credential requirements in Policy 4.6.1, Determining Qualifications for Faculty Teaching Credit-Bearing Courses, which complies with the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC).

Faculty contracts are created through the Paperless Contracts system in ECU Direct. Paper contracts are no longer used for Winter instruction payment.

Faculty teaching a Winter Term course will be compensated out of the Winter Term budget using org code 200601.

Minimum Enrollment

Minimum class size for Winter Term will be eight students for undergraduate courses and six students for graduate courses.

Compensation for Full-Time Faculty

Courses that meet minimum enrollment will be compensated at a rate of \$1,600 per credit hour. Per the policy on Faculty Workload (Policy 4.7.3), the maximum teaching load for Winter term is one course.

Courses that are taught by full-time faculty and that do not meet minimum enrollments will be prorated using the following pay scale:

<u>Full-Time Faculty Proration Schedule</u> (per three-hour course)								
Enrollment	1	2	3	4	5	6	7	8
Undergraduate Courses	\$600	\$1,200	\$1,800	\$2,400	\$3,000	\$3,600	\$4,200	\$4,800
Graduate Courses	\$800	\$1,600	\$2,400	\$3,200	\$4,000	\$4,800	Minimum Enrollment Reached	

Compensation for Part-time Faculty

Part-time faculty teaching a Winter Term course will be compensated based on part-time faculty pay rates. The salary for part-time faculty is based on the highest degree held in the field of teaching.

Part-Time Faculty Rate (per 3-hour course)
Doctoral - \$3,464
Masters - \$2,814
Bachelors - \$2,273

Courses taught by part-time faculty that do not meet minimum enrollment may be prorated using the following pay scale:

Part-Time Faculty Proration Schedule <i>(per three-hour course)</i>								
Enrollment	1	2	3	4	5	6	7	8+
Bachelors-Level Faculty	\$1,212	\$1,364	\$1,516	\$1,667	\$1,819	\$1,970	\$2,122	\$2,273
Masters-Level Faculty	\$1,501	\$1,689	\$1,876	\$2,064	\$2,251	\$2,439	\$2,627	\$2,814
Doctoral-Level Faculty	\$1,847	\$2,078	\$2,309	\$2,540	\$2,771	\$3,002	\$3,233	\$3,464

Timeline

Contracts must receive all necessary approvals in the Paperless Contracts system by the payroll deadline of December 15 to meet the December 31 payroll.