

Compensation Guidelines for Summer Session 2025

General

The following guidelines outline faculty compensation for Summer Session on-campus and online courses (that are not part of ECU Online programs).

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 summer instruction payment.

Faculty teaching a Summer Session course will be compensated out of the Summer Session budget using org code 200630.

Minimum Enrollment

Minimum class sizes will be 15 for undergraduate (upper or lower division) courses, 10 for masters-level courses and 8 for doctoral-level courses. Courses capped on the basis of accreditation body requirements or other factors should use that cap or the standard minimum for determining appropriate course capacity, whichever is lesser.

Courses with fewer than three students will be cancelled.

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 summer term is 9 hours. Overloads are not permitted.

Department chairs may teach one course for additional pay during the summer term.

Specialty courses such as co-ops and internships will be compensated at a rate of \$300 per student. A full list of specialty courses can be found in Appendix 1.

Courses taught by full-time faculty that do not meet minimum enrollments will be prorated using the Summer Compensation Proration Schedule for full-time faculty in Appendix 2.

Compensation for Part-Time Faculty

Office of the Provost
Faculty Compensation Guidelines for Summer Session
Revised April 2025

Part-time faculty teaching a Summer Session 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 - \$3,396	
Masters - \$2,759	
Bachelors - \$2,229	

Courses taught by part-time faculty that do not meet minimum enrollment will be prorated using the Summer Compensation Proration Schedule for part-time faculty in Appendix 2.

Compensation for Non-Teaching Summer Duties

Pay for non-teaching duties performed during Summer should not be submitted on a teaching contract. Pay for such assignments should be submitted on an Additional Assignment Request Form. The form is available under Forms on the Human Resources web page. Detailed justification including faculty member's expected summer teaching load should be included in the description field of the form. Requests should be submitted to the Provost Office by May 1.

Timeline

Contracts must receive all necessary approvals in the Paperless Contracts system by the payroll deadline to meet the first payroll for the term.

	Payroll Deadline	First Payroll Date
Full Summer	June 6	June 15
Summer 1		
Summer 2	July 6	July 15

Please refer to the Colonel's Compass for add/drop dates for each term.

SUMMER COMPENSATION PRORATION SCHEDULE

Full-Time Faculty Proration Schedule													
Enrollment	3	4	5	6	7	8	9	10	11	12	13	14	15
Undergraduate Courses	\$960 <i>(20%)</i>	\$1,280 <i>(27%)</i>	\$1,600 <i>(33%)</i>	\$1,920 <i>(40%)</i>	\$2,240 <i>(47%)</i>	\$2,560 <i>(53%)</i>	\$2,880 <i>(60%)</i>	\$3,200 <i>(67%)</i>	\$3,520 <i>(73%)</i>	\$3,840 <i>(80%)</i>	\$4,160 <i>(87%)</i>	\$4,480 <i>(93%)</i>	\$4,800 <i>(100%)</i>
Graduate Courses (Master's)	\$1,440 <i>(30%)</i>	\$1,920 <i>(40%)</i>	\$2,400 <i>(50%)</i>	\$2,880 <i>(60%)</i>	\$3,360 <i>(70%)</i>	\$3,840 <i>(80%)</i>	\$4,320 <i>(90%)</i>	\$4,800 <i>(100%)</i>	Minimum Enrollment Reached				
Graduate Courses (Doctoral)	\$1,800 <i>(38%)</i>	\$2,400 <i>(50%)</i>	\$3,000 <i>(63%)</i>	\$3,600 <i>(75%)</i>	\$4,200 <i>(88%)</i>	\$4,800 <i>(100%)</i>	Minimum Enrollment Reached						

Part-Time Faculty Proration Schedule													
Enrollment	3	4	5	6	7	8	9	10	11	12	13	14	15
Undergraduate Courses													
Bachelors-Level Faculty	\$446	\$594	\$743	\$891	\$1,040	\$1,189	\$1,337	\$1,486	\$1,634	\$1,783	\$1,932	\$2,080	\$2,229
Masters-Level Faculty	\$552	\$736	\$920	\$1,104	\$1,288	\$1,472	\$1,655	\$1,839	\$2,023	\$2,207	\$2,391	\$2,575	\$2,759
Doctoral-Level Faculty	\$679	\$905	\$1,132	\$1,358	\$1,585	\$1,811	\$2,037	\$2,264	\$2,490	\$2,716	\$2,943	\$3,169	\$3,396
Graduate Courses (Master's)													
Masters-Level Faculty	\$828	\$1,104	\$1,380	\$1,655	\$1,931	\$2,207	\$2,483	\$2,759	Minimum Enrollment Reached				
Doctoral-Level Faculty	\$1,019	\$1,358	\$1,698	\$2,038	\$2,377	\$2,717	\$3,056	\$3,396					
Graduate Courses (Doctoral)													
Doctoral-Level Faculty	\$1,274	\$1,698	\$2,123	\$2,547	\$2,972	\$3,396	Minimum Enrollment Reached						

All compensation rates are calculated based on a three-hour course. Does not apply to e-Campus.
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