

Middle Georgia State University

Faculty Summer Pay Rules - Summer 2023

MGA will pay 3.0% of a full time faculty member's 2022-2023 academic year contract salary for each credit hour taught (equates to 9% for a 3 hour course) up to a total of \$2,500 per credit hour (a total of \$7,500 per three hour course) for the Summer Semester 2023 subject to the limitations below:

- The total compensation to be earned during the summer is limited to 30% of the contracted salary;
- Small Enrollment Reducer:
 - 12 or more students enrolled – Faculty member will receive full pay according to the rules above;
 - 11 students enrolled - Faculty member will receive 11/12 or 91.6% of the calculated total; and
 - 10 students or fewer enrolled -Faculty member will receive 10/12 or 83% of the calculated.
 - Classes with fewer than 10 students enrolled must be approved in advance by the Provost and VP Finance, Business & Operations.

To receive approval for offering a course with fewer than 10 students, the chair or dean must provide written justification to the Provost. Otherwise sections should be combined to achieve more than 10 students per course.

The date to determine enrollment is close of business on the day after drop/add. The deadline to appeal pay calculations based on enrollment is August 16, 2023.

If a faculty member teaches more than six hours, the order in which courses are paid can determine their compensation. Therefore, the following Pay Order Rules will be used:

- Courses taught with 12 or more students will be paid first;
- Courses with the next highest enrollment number will be paid next and so on until all courses are paid.

Please note, as the Summer 2024 pay rate percentage may be revised prior to Summer 2024.