

**Memorandum of Agreement On  
Summer and Intersession Compensation  
Between  
The University of Connecticut  
And  
The American Association of University Professors**

**SUMMER SESSION**

Compensation of faculty who hold academic appointments during the regular academic year and who teach credit bearing courses during the summer sessions are paid as described below. The summer academic programs are self-supporting based upon fee revenue from program participants.

**COMPENSATION**

Effective in the summer of 2005, the following compensation plans will be used to pay faculty for teaching credit courses.

**Traditional Credit Courses**

A) Three- credit courses, with enrollments of at least twelve (12) shall be compensated at the rate of 8.5% of the faculty members' normal academic year salary up to a maximum (the cap) of 8.5% of the university wide full professor average salary as of the fall of 2004. The cap shall be adjusted each year of this agreement to reflect the university wide full professor average salary as of the fall semester immediately prior to the applicable summer session. Compensation for credit bearing courses above three credits shall be pro-rated appropriately.

B) Three- credit courses with enrollments below twelve (12) but above six (6) shall be compensated using a sliding scale formula as follows: Faculty will be paid a base salary of \$1329 per credit for 6 students. \$125.00 per credit will be added to this base for each additional student up to a maximum of 8.5% of the faculty member's normal academic year salary or 11 students, whichever comes first.

The base stipend and stipend per student will be adjusted annually by the same percentage as is applied to the special payroll lecturer rate specified in the collective bargaining contract.

C) Team taught courses: The department head, with the approval of the Dean of the affected school or college will assess the number of credits each faculty member is responsible for and each faculty member will be paid proportionately according to the formula in A or B above as appropriate.

**Non-Traditional Courses: Independent Studies, Practica, Fieldwork, Internships Computer Based Instruction and Similar Non-traditional Courses**

Faculty teaching non-traditional courses shall receive 50% of the course fee paid by the students up to a maximum of 8.5% of the faculty member's normal academic year salary or the cap, whichever comes first.

**Masters or Doctoral Courses numbered 396 and 496**

When student course fees in the Masters or Doctoral courses numbered 396 and 496, or their successor numbers, is part of a need-based financial aid package, the course fees shall not be part of the fee sharing arrangement specified for independent study. Such course fees will be returned to the Graduate School for assistance to other graduate students eligible for such aid.

### **Exceptions to Cap**

The parties agree the cap may be waived in exceptional cases by the Dean of the appropriate school based upon academic demands, availability of qualified faculty and/or programmatic requirements. Notice of any such waivers will be provided to the Associate Vice President of Human Resources. Human Resources will provide such information to the AAUP upon request.

### **Lab Preparation**

For lab courses requiring that the professor personally prepare specimens, chemicals, specialized equipment, or the like, there will be an additional \$300 payment above the instructional rate.

### **Cancellation Fee**

The cancellation fee for classes that the faculty member has taught before will be \$250 per credit. For courses that have never been taught by the faculty member before there will be a cancellation fee of \$300 per credit.

### **Joint Study**

Effective with the spring 2005 semester, the AAUP and the University shall appoint three (3) members each to a study committee charged with conducting a comparative review of summer session programs at the University's current and aspirant peer institutions. The review shall include compensation policies and rates including cancellation fees, the impact of the length of summer session courses and programs on compensation, percentage of full- and part-time faculty teaching during the sessions, and policies regarding determination of course instructors and offerings. The AAUP and the University agree that the results of the study will be used as a source of guidance for the successor agreement on summer session compensation.

The parties also agree to review the summer compensation rates for Special Payroll Lecturers (SPLs) on multiyear contracts who teach during the traditional academic year. Specifically the review will focus on remuneration of SPLs who are hired to teach the same course during the summer as they taught during the traditional academic year and for which they were paid at rates above those specified in Article 19, Section IV during the traditional academic year. The AAUP and the University agree that the results of this review will be used as guidance in any future agreement regarding summer compensation of SPLs on multiyear contracts. The intent of the parties is to conclude review of this matter by December 1, 2005.

Any costs associated with the joint study will be borne equally between the University and the AAUP.

## **INTERSESSION**

Compensation of faculty who hold academic appointments during the regular academic year and who teach credit bearing courses during an intersession are paid as described below. These academic programs are self-supporting based upon fee revenue from program participants.

## **COMPENSATION**

Full-time faculty who teach during an intersession may be given a load adjustment for either the next occurring spring or fall semesters in consultation with the department head and upon approval of the Dean.

If a load adjustment is not arranged, the faculty member will be compensated at a rate between the minimum established special payroll lecturer course rate and a figure not to exceed twice that amount with the specific rate above the minimum to be computed as a percentage of the fee revenue. This percentage will be 60%.

This rate will be adjusted annually in 2006 and thereafter by the same percentage as is applied to the special payroll lecturer rate specified in the collective bargaining contract.

The faculty member's final compensation rate will be calculated based upon the number of paying students as of the end of the add/drop period for the applicable session.

Though the University and AAUP consider teaching in an intersession to be a service to the students, faculty activity in such a session will not be considered in evaluations relating to the amount or award of merit.

## **ADMINISTRATION OF SUMMER AND INTERSESSION**

Participation by faculty will be on an entirely voluntary basis, and nothing in this agreement precludes the employment of either adjunct faculty or graduate students as instructors, if faculty do not volunteer. The University reserves the right to cancel classes due to low enrollment. Notice to affected faculty will occur no later than the last business day before the start of classes.

The normal academic year salary is defined as the annual salary rate less longevity pay.

Enrollment numbers shall be based upon the number of paying students as of the end of the add/drop period for the applicable session.

Reimbursement for travel to other campuses will be for mileage only and will be paid at the rate established in the collective bargaining agreement.

The agreement becomes effective upon signing by both parties and covers the sessions offered beginning June 2005 through August of 2008. The terms and conditions of this agreement may be extended by mutual agreement of the parties.

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The University of Connecticut and the American Association of University Professors agree that for purposes of administration of the 2005- 2008 summer and Intersession agreement, that summer sessions are those credit bearing courses offered between June 1 and August 31<sup>st</sup>. Intersession courses are those credit bearing courses offered during January or May.