



Arts and Sciences

UNIVERSITY OF SOUTH CAROLINA

2025 Summer Instruction Compensation Guide

This guide applies to in-person and online (web-based) courses taught during the summer. It does not apply to Education Abroad.

Education Abroad guidance can be found in the [CAS Faculty-Led Education Abroad Programs Policy](#).

Lecture Courses

A. Natural and Physical Science-based Disciplines

The following compensation rates are applicable to Full-Time Employee (FTE), Temporary Faculty (TFAC) and Graduate Teaching Assistants (GTAs) in these specific units: BIOL, CHEM, ENVR, GEOG, GEOL, MATH, MSCI, PHYS, STAT.

Degree Level	3 credit hour course	2 credit hour course	1 credit hour course
FTE* & TFACs with Ph.D.	\$7,500	\$5,000	\$2,500
TFAC with Master's	\$6,000	\$4,000	\$2,000
Graduate Teaching Assistants	\$6,000	\$4,000	\$2,000

**Compensation for FTEs may not exceed rates established by HR for 9- and 11-month employees for all summer pay.*

B. Art, Humanities and Social Science-based Disciplines

▪ Full-Time Faculty (FTE)

The following compensation rates are applicable to FTE faculty in Art, Humanities and Social Sciences.

- Compensation is calculated at 2.5% of the preceding academic year 9-month base salary per credit hour, not to exceed 2,500 per credit. This would equate to 7.5% for the typical three credit hour course, with a cap of \$7,500.
- FTE compensation will not be lower than the TFAC rates for equivalent degrees.

Degree Level	3 credit hour course [7.5% of 9-month base salary]	2 credit hour course [5% of 9-month base salary]	1 credit hour course [2.5% of 9-month base salary]
FTE Faculty with Ph.D./Terminal*	\$7,500 Maximum	\$5,000 Maximum	\$2,500 Maximum
	\$5,000 Minimum	\$3,400 Minimum	\$1,700 Minimum
FTE Faculty with Master's*	\$7,500 Maximum	\$5,000 Maximum	\$2,500 Maximum
	\$4,000 Minimum	\$2,700 Minimum	\$1,400 Minimum

**Compensation for FTEs may not exceed rates established by HR for 9- and 11-month employees for all summer pay.*

▪ **Temporary Faculty (TFAC) & Graduate Teaching Assistants (GTAs)**

The following compensation rates are applicable to Temporary Faculty (TFAC) and Graduate Teaching Assistants (GTAs).

Degree Level	3 credit hour course	2 credit hour course	1 credit hour course
TFAC with Ph.D./Terminal degree	\$5,000	\$3,400	\$1,700
TFAC with Master’s	\$4,000	\$2,700	\$1,400
Graduate Teaching Assistants (GTAs)	\$4,000	\$2,700	\$1,400

Lab Courses and Sections

- **\$1,900** per section (regardless of employee status)

Summer Enrollment Number Minima and Compensation Rate Adjustment

The table below indicates course enrollment minimums per course level and the adjusted compensation rate scale. One week before classes begin, courses that do not meet the 50% compensation enrollment minimums or whose faculty elect not to teach at reduced compensation will be cancelled by the college.

Course Level	Course Level	100% Compensation	75% Compensation	50% Compensation
Undergraduate	100 & 200	24 or more	18	12
Undergraduate	300 - 600	20 or more	15	10
Graduate	700 & 800	8 or more	6	4

Additional Guidance

- Guidance in this document is reflected in policy [HR 1.81 Summer Compensation for Faculty](#).
- This guide does not apply to Education Abroad instructional support. Education Abroad guidance can be found in the *CAS Policy: Faculty-Lead Education Abroad Programs*.
- More details can be found in the *CAS Summer 2025 Instructional Hiring and Compensation Memo*.
- Additional Summer Compensation guidance and instructions are updated annually and located on the [CAS Human Resources and Faculty Development webpage](#).

The information included in this handout can also be found in the CAS Summer 2025 Instructional Hiring and Compensation Memo.