



FT Faculty Winter Session and Summer Course Compensation Policy¹ Revised August 16, 2023

The course compensation for all full-time HRSM faculty teaching live and/or online summer courses will be as follows:

100-600 Level Courses [with 50% or more undergraduate students]:

Enrollment	Compensation
51+	additional 3.5%
10 – 50	7.5% of 9-month salary
9 or fewer	Course cancelled ²

500 and Above Level Courses [with 50% or more graduate students]:

Enrollment	Compensation
26+	additional 3.5%
5 – 25	7.5% of 9-month salary
4 or fewer	Course cancelled ²

The compensation amount is based upon the number of students who have grades submitted by the instructor at the end of the term. Since paperwork must be submitted in advance of the course taking place, adjustments may be made at the end of term either increasing or decreasing the compensation; instructors may receive additional compensation or may be asked to pay back for over payment. For example, a 100-400 level course with 121 students enrolled at the time paperwork is submitted will receive 7.5% of their 9-month salary as compensation. If five additional students enroll in the course without anyone dropping (thus the instructor will be submitting grades for 126 students at the end of the term) the compensation will increase to 11% of salary. In this scenario, the HR Manager will submit paperwork at the end of term so the instructor will receive the additional compensation.

Independent Study Classes:

Independent study classes 399, 798, 799, 895 and 899 do not qualify for summer pay.

Internship, Practicum, Global Classrooms, and Domestic Study Away Courses:

Approved **Internship** (minimum 50 students) and approved **practicum** (minimum 50 students) will be compensated at a fixed rate of \$6,500.

The faculty leader of an HRSM-approved **global classroom** or **domestic study away** course will receive a fixed salary of \$7,500, provided the program has five (5) or more tuition-paying students enrolled in the course. When two faculty members lead concurrent programs, each course must meet the minimum enrollment of five (5).

The HRSM-approved faculty or staff member serving as program assistant to an HRSM global classroom or domestic study away course will receive a \$2,500 stipend, provided the program has five (5) or more tuition-paying students enrolled in the course.

For domestic study away courses, an HRSM-approved Ph.D. student from an HRSM program may serve as the program assistant. However, no compensation will be provided.

(Travel, lodging, per diem, and all other program-related expenses for HRSM study away leaders and assistants should be covered by program fees collected from student participants).

10.5 and 11-month Faculty:

10.5 and 11-month faculty are limited to teaching one 3-credit hour course at the College standard rate. The department chair may petition the dean by submitting a justification and stating the necessity for allowing an individual to teach a second course.

¹ Any course scheduling and class size modification not covered by this policy must obtain prior approval in writing by the department chair and dean.

² Course to be cancelled, unless approved in writing by the department chair and dean's office in advance of instruction, in which case maximum payment will be at current adjunct rate.

University of South Carolina Columbia, South Carolina 29208 803 -777- 4290 Fax 803 -777- 6427

An Equal Opportunity Institution