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SANTA BARBARA • SANTA CRUZ

OFFICE OF THE EXECUTIVE VICE CHANCELLOR AND PROVOST

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FEBRUARY 13, 2020

TOM HANSFORD, CHAIR, MERCED DIVISION OF THE ACADEMIC SENATE

RE: SUMMER SESSION FACULTY COMPENSATION

Dear Tom:

Last year the joint Senate-administration Budget Working Group (BWG) reviewed the summer session compensation and revenue-sharing models for the campus and compared it to our peer UC institutions. The group's analysis<sup>1</sup> concluded that the campus should consider a) replacing the current Senate faculty salary cap of \$10,000 on summer session instructional remuneration to Senate faculty with a model that would incentivize Senate faculty participation in summer session teaching (should they wish), and b) reevaluate the distribution of summer session revenues to better serve the campus mission, principally by increasing summer session support for academic operations.

Here, I write regarding the first of these recommendations, faculty compensation. The intention is to implement the new model in time for faculty to consider their participation in the 2020 summer session. As such, we ask for Senate comment by March 20, 2020. We apologize for the short comment window.

The recommendation for Senate faculty compensation, to be utilized for summer 2020 and thereafter,<sup>2</sup> is as follows:

- Senate faculty will receive 1/9<sup>th</sup> of their salary (including off-scale) as compensation for teaching a summer session course provided that the course enrollment is equal to or greater than 15 students.
- In the case that enrollment is less than 15 students, the course will be offered by agreement with the compensation determined using the following formula:
  - Faculty Compensation = \$150 x (# of students enrolled) x (# credit hours).

For instance, if a course has 10 students enrolled in a 4-unit course, the instructor will be offered \$6,000 for teaching the course and they must agree to do so before the course is offered.

It is important to note that this change will only positively affect Senate faculty compensation for summer session instruction. Under the proposed model, no Senate faculty would earn less than they would under the current model.<sup>3</sup>

<sup>1</sup> The final report from the Budget Working Group was delayed by the departure of an administrator. However, the report will be forthcoming before the redistribution of summer session revenues is discussed. The removal of the Senate faculty salary cap was common across all the discussions held by the Budget Working Group.

<sup>2</sup> Summer Session administration was consulted in the removal of the faculty salary cap and the new Senate faculty compensation model.

Over the course of the spring semester, and in consultation with the Interim Chancellor Brostrom, the administration will be reviewing the distribution of the summer session revenues, with the goal of providing additional resources to support the campus's academic mission. Senate comment on the resulting proposal will be solicited in the near future. In the interim, we appreciate the Senate's comments on this proposed change in Senate faculty compensation for summer session instruction. Thank you for reviewing this request.

Sincerely,

A handwritten signature in black ink, appearing to read 'Gregg Camfield', written in a cursive style.

Gregg Camfield  
Executive Vice Chancellor and Provost, UC Merced

cc: Sharon Butler, Assistant EVC/Provost for Finance and Administration  
Betsy Dumont, School of Natural Sciences, Dean  
Jeff Gilger, School of Social Sciences, Humanities and Arts, Interim Dean  
Thelma Hurd, Medical Education, Director  
Tammy Johnson, Director, Summer Session  
Ann Kovalchick, Associate Vice Chancellor and Chief Information Officer  
Haipeng Li, University Librarian  
Paul Maglio, Division of Management and Information, Director  
Laura Martin, Assistant EVC/Provost, Academic Planning and Institutional Assessment  
Teenie Matlock, Vice Provost for the Faculty  
Mark Matsumoto, School of Engineering, Dean  
Charles Nies, Vice Chancellor of Student Affairs  
Jill Orcutt, Associate Vice Chancellor for Enrollment Management, Dean of University Extension  
Fatima Paul, Interim Executive Director, Merced Division of the Academic Senate  
Rose Salazar, Associate Director, Academic Personnel Payroll Office  
Kurt Schnier, Associate EVC/Provost for Academic Planning and Budget  
Rich Shintaku, Chief of Staff, EVC/Provost Office  
Marjorie Zatz, Vice Provost and Dean of Graduate Education  
James Zimmerman, Interim Vice Provost and Dean of Undergraduate Education

<sup>3</sup> Non-Senate faculty compensation is not affected by this proposal as it is governed by different policy.