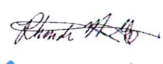
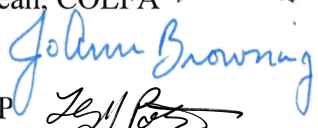


February 10, 2020

MEMORANDUM

To: College of Education and Human Development
College of Liberal and Fine Arts
College of Architecture, Construction and Planning
College for Health, Community, and Policy

From: Margo DelliCarpini, Ph.D. Dean COEHD 
Rhonda M. Gonzales, Ph.D. Interim Dean, COLFA 
JoAnn Browning, Ph.D. Dean, COE 
Lloyd Potter Ph.D. Interim Dean, HCaP 

Re: Faculty Compensation: Off contract summer teaching appointments

Dear Colleagues,

As academic leaders of our colleges, we share the commitment for a transparent and equitable compensation plan that enables effective forward planning in our IRM budget model. Therefore, we, as the deans of the College of Education and Human Development, the College of Liberal and Fine Arts, the College of Architecture, Construction and Planning and the College for Health, Community, and Policy, have worked to develop college-wide summer compensation plans that set standardized single rates within each college for summer teaching compensation and standardized workload policies. Each college is implementing standardized policies and procedures while maintaining important disciplinary distinctions as we continue to transition to the IRM budget model. Our plans take into account an analysis of revenues, expenditures, past compensation plans, and historical enrollments and course offerings, and brings into line a common approach in each college across our faculty.

A separate memo will be distributed which has the college-specific summer compensation plan developed by each dean as well as an implementation timeline specific to the individual college. The guiding principles are to (1) ensure student access to courses, (2) create an equitable compensation rate across faculty types and ranks, (3) maintain disciplinary specific compensation with consideration for CIP code/WSCH, and (4) enable reliable budget forecasting related to expenditures. Please note that off-contract total compensation from all sources must adhere to university guidelines.