



2024 Summer Instruction Compensation Guide

This guide applies to ALL courses taught during the summer - face to face, online, and study abroad.

FTE Faculty

- ❖ Compensated on a course-by-course basis.
- ❖ A common standard for summer compensation is 2.5% of the 9-months equivalent base salary per credit hour (i.e. 7.5% for the typical three credit hour course.)
- ❖ Compensation for courses that meet enrollment minima will be calculated at:
7.5% of the faculty member’s preceding academic year (9-month base salary) as of 5/15/2024 with a cap of \$7,500 per three credit hour course or \$8,500 in courses with over 125 students.

Adjunct Faculty/TFACs

Lecture Courses			
BIOL, CHEM, ENVR, GEOG, GEOL, MATH, MSCl, PHYS, STAT			
	3-hour credit course up to 125 students	3-hour credit course with over 125 students	
Ph.D.	\$7,500	\$8,500	
ABD	*Course compensation will be handled on a case-by-case basis, including consideration of instructor experience, course type and expected enrollment.		
Master’s	*Course compensation will be handled on a case-by-case basis, including consideration of instructor experience, course type and expected enrollment.		
ALL OTHER DISCIPLINES			
	3 credit hour course	2 credit hour course	1 credit hour course
Ph.D./Terminal Degree	\$5,000**	\$3,400	\$1,700
ABD*	\$4,500**	\$3,000	\$1,500
Master’s	\$4,000**	\$2,700	\$1,400

*ABD: completed doctoral coursework/passed comprehensive exams

**An additional \$1000 is added for all courses over 125 students

Graduate Teaching Assistants (Instructors of Record)

Lecture Courses			
	3 credit hour course	2 credit hour course	1 credit hour course
No Earned Master’s degree	\$3,500	\$2,300	\$1,200

Lab Courses	
\$1,900 per section (regardless of employee status)	

Enrollment Minimum by 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	12
Graduate	700 & 800	8 or more	6	4

Low Enrollment Waivers

Units may seek a *Low Enrollment Waiver* for specific courses based on pedagogical requirements, such as:

1. Courses required for timely progress to a degree.
2. Courses in smaller academic units such as interdisciplinary programs.
3. Study Abroad courses with logistical factors affecting enrollment capacity.

All waiver requests should be attached to the electronic RIS or submitted by email to:

[Christy Stephens \(herbc@mailbox.sc.edu\)](mailto:herbc@mailbox.sc.edu)

The emailed request should include:

- The name and number/section of the course
- Instructor of record
- A brief justification - including whether the course is a major or Carolina Core requirement and must be approved PRIOR to the start of the course.

Units may not make an offer of employment or assign an under-enrolled course before approval of any low enrollment waiver request. The request should be copied to the unit chair or director. No offer of employment or assignment of an under-enrolled course is binding without an approved waiver or until the minimum enrollment is met. The approved waiver must accompany the hiring documents submitted to CAS Office of Human Resources and Faculty Affairs.

One week before classes begin, courses that do not meet enrollment minimums and do not have an approved low enrollment waiver will be cancelled by the college.

→ The Information included in this handout can also be found in the *CAS Summer 2024 Instructional Hiring and Compensation Memo*. ←