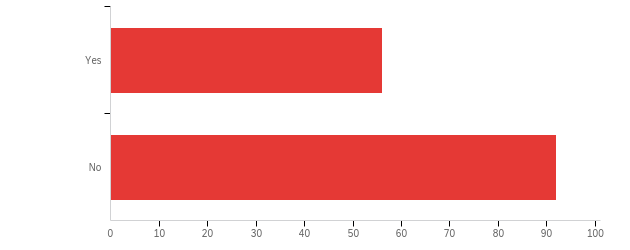
*AAUP W2021 Summer Teaching Survey*  
**February 13th 2021, 12:05 pm EST**

**Have you agreed to teach any courses in the summer 2021?**

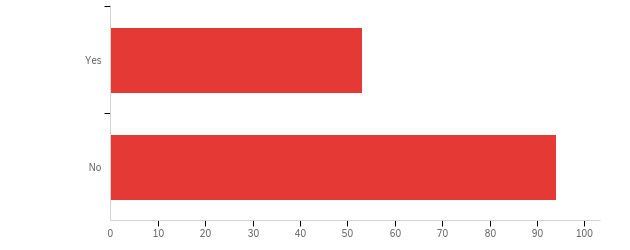


|  |  |  |  |
| --- | --- | --- | --- |
| # | Answer | % | Count |
| 1 | Yes | 37.84% | 56 |
| 2 | No | 62.16% | 92 |
|  | Total | 100% | 148 |

**IF YES: Q3 - How many credits have you agreed to teach?**

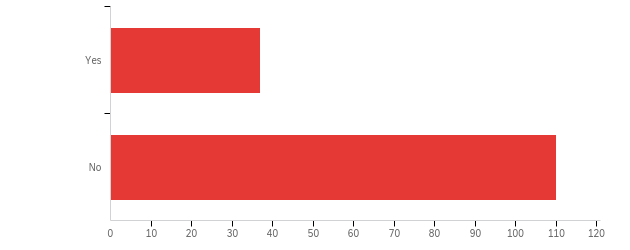
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| --- | --- | --- | --- | --- | --- | --- | --- |
| # | Field | Minimum | Maximum | Mean | Std Deviation | Variance | Count |
| 1 | Total credits you plan to teach summer 2021 | 1.00 | 12.00 | 5.32 | 2.46 | 6.07 | 53 |

**Did you decline to teach any classes this summer due to the lower pay?**



|  |  |  |  |
| --- | --- | --- | --- |
| # | Answer | % | Count |
| 24 | Yes | 36.05% | 53 |
| 25 | No | 63.95% | 94 |
|  | Total | 100% | 147 |

**Are faculty in your department required or otherwise made to feel obligated to teach summer courses?**

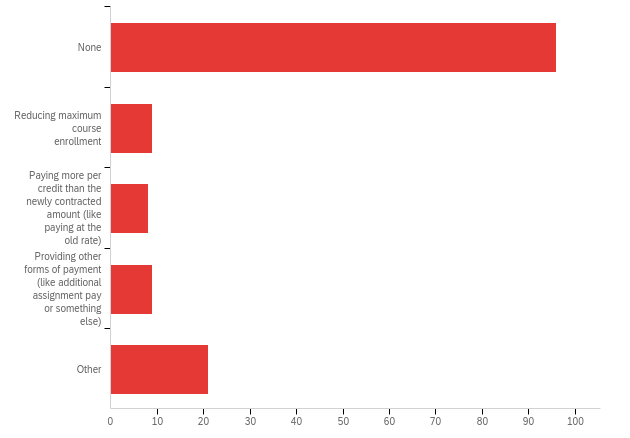


|  |  |  |  |
| --- | --- | --- | --- |
| # | Answer | % | Count |
| 24 | Yes | 25.17% | 37 |
| 25 | No | 74.83% | 110 |
|  | Total | 100% | 147 |

**Please provide more information about your response the required/obligated question?**

|  |
| --- |
| CATEGORICAL COLOR CODES AND COUNTS:  Students need courses to be taught to make sufficient academic progress = 17  Courses must be taught in summer per the curriculum = 13 Our Department needs the revenue = 5  Students count on certain courses to be offered in the summer by tradition = 4  RESPONSES:  Some classes have been offered for decades during the summer, so there is an element of tradition. While strictly not required by any one person, there has been an unwritten expectation that we will try our best to have someone staff these classes. |
| Graduate programs require courses be offered in summers. |
| We have coursework that must be taught in the summer and only certified faculty can teach the course. |
| Our program is a 3+2 that requires summer courses |
| Students will not be able to take the courses they planned to take in the fall without these prerequisite courses that we planned to offer in the summer. |
| I think there is a feeling of obligation because without the classes, students will not graduate on time. This could cause students to leave NMU and our programs. |
| Some faculty feel they need to teach in order for students to get the required classes to graduate. They feel conflicted because we want to stand in solidarity as well. |
| Master's in AT program has 2 required summers of classes for all students (since this is a cohort model, students do not have the option to NOT take these classes in the summer. These can only be taught by those credentialed to do so, per our accreditation standards. I'm not being made to feel obligated by other faculty or administration - I am obligated to the students who are enrolled in this program. |
| Summer classes are part of the regular curriculum |
| Our department relies on media production technology, and we don't have enough in our budget to cover all of the expenses, so our department uses income from summer courses to help repair and replace equipment. We weren't told that we had to teach. It's just that I want our students to have the equipment they need. |
| Yes, we have so many students that need courses that they can't get into during the regular semester instructors are "encouraged" to teach over the summer. |
| Athletic Training Program Requires summer classes |
| Our graduate program has required coursework over the summer semesters, therefore, the qualified faculty are obligated to teach the courses. |
| some courses are ONLY offered in summer and students need them to graduate |
| We are not made to feel obligated from the administration. We teach programs that rely on people being able to get certified. They need courses in the summer to be employed. We have an obligation to the students and the profession |
| Students need the courses, and the department needs the money. |
| Students are putting pressure to take summer courses in order to graduate on time. |
| In EEGS, for better or for worse, there is a strong sense of "If you really wanted to support students, you would just do x, y, or z." Which, for the most part, we do. |
| We need the money |
| Graduate courses must be offered for student completion; some are offered ever-other summer. I am discouraged and upset by the reduced pay for very demanding and important teaching work I, but feel obligated to support students and their degree completion, especially in the context of a very difficult year due to COVID. |
| Who is going to teach? Will the students fall behind because of not offereing the course? |
| Students need summer courses to graduate on time. |
| Nursing: they tell us the order of teaching must ensue, that the students program is supposed to happen in the summer and so forth. |
| Our DNP and RN to BSN programs routinely has courses scheduled in the summer. |
| As faculty, we feel obligated to teach/offer summer courses to meet the needs of our students. The pressure is not from our department head but rather a commitment to our field and to the preparation of our students to serve in that field. |
| One of our program needs summer courses in order for students to complete their minors. Also, though this year is not a concern, FLSAs are an important part of my department and for students completing their degrees. I'd be hesitant to lead a FLSA with the abysmal pay in the future. |
| The sense of obligation does not come from the department/administration but out of a sense of duty to the students. Some courses have a waitlist during the regular semester so students rely on the summer to get a seat. In other cases, students may not pass a course the first time around and their ability to graduate on time depends on being able to "catch up" over the summer. (There is a set of 5 courses in our major which must be taken in a specified order.) |
| Courses are the study plan for students |
| The department will make money from the tuition of these classes. |
| We need to offer courses for our majors and for some non-majors and someone must teach these courses. |
| We cannot balance our Department's budget without the additional funding supplied by summer courses. Repeat attempts to revise our base budget with the administration has met with resistance. |
| Classes need to be taught in order for nursing students to apply and progress into the nursing program. By not offering classes, this could delay admission to the nursing program or the student may ultimately decide to go to another program. |

**Which (if any) of the following adjustments is your department planning to make in order to offset the problem of reduced pay for summer teaching?**



|  |  |  |  |
| --- | --- | --- | --- |
| # | Answer | % | Count |
| 4 | None | 67.13% | 96 |
| 5 | Reducing maximum course enrollment | 6.29% | 9 |
| 6 | Paying more per credit than the newly contracted amount (like paying at the old rate) | 5.59% | 8 |
| 7 | Providing other forms of payment (like additional assignment pay or something else) | 6.29% | 9 |
| 8 | Other | 14.69% | 21 |
|  | Total | 100% | 143 |
|  |  |  |  |

**IF OTHER: Can you please explain?**

|  |
| --- |
| Trying to get & find adjuncts for fall |
| Not offering as many courses |
| Contingent faculty teaching summer courses |
| Considering counting it on-load (e.g., teach in the summer and reduce your fall teaching load) |
| hiring adjunct |
| I was offered the contract pay and then an "additional Assignment". I was a little spooked about the additional "extra" so I said no. They mentioned completing the second online module course at the CITE which would never benefit me so I will not be teaching. |
| The extra money the dept makes for summer courses is largely made available to us faculty for our research labs. |
| No longer offering summer courses |
| The English Department head has given us no information so far. Either she is withholding information, or these decisions are not yet made. |

**How has the reduced pay for summer teaching affected the course offerings in your department (fewer courses offered, lower rank full-time faculty teaching this summer, more adjunct faculty teaching, etc...)?**

|  |
| --- |
| CATEGORICAL COLOR CODES AND COUNTS:  Unknown = 41  Less Courses = 39 Lower rank teaching = 22  No problem = 18 Unhappy Faculty = 17 Bad for Students = 6 Lower Quality Courses = 3  RESPONSES: can't say for sure, less volunteers to teach courses |
| I usually teach three online classes each summer. I moved one of my summer classes to the fall knowing the impending pay cut in the summer (I am currently taking the cut in pay to teach the class I moved to an overload in the fall). If I don’t teach the two remaining courses this summer, an adjunct will teach the courses. If an adjunct teaches these courses, they will need to fully develop two online graduate level courses. This is not feasible for an adjunct to do and do it well. Most importantly, this will adversely impact the preparation of students in regards to obtaining their certification and their professional practice. |
| Fewer courses or none offered. |
| I do not believe it has. |
| I think the ongoing Covid situation is a bigger deterent than the reduced pay. |
| unknown |
| Far fewer courses likely to be offered |
| Not sure how it is impacting in our department. |
| Possibly reduced course offerings |
| We have not been asked yet so I can't respond. |
| None this year, but... |
| fewer course because no one wants to teach in summer for less |
| Our difficulty is enrollment, we have limited offerings (4 elective courses- 4cr each) and can reduce to zero offerings |
| It isnt certain who will be abke to teach the courses. |
| I don't think we know yet |
| Fewer courses |
| Expensive faculty reluctant to teach |
| I don't know. |
| Fewer courses offered. Most faculty refuse to teach for less than they made 20 years ago as a graduate student. |
| lower rank faculty |
| don't know |
| Fewer courses are being offered, term-faculty are teaching courses that would normally be taught by tenure track faculty. |
| I am unsure of the current course offerings vs the previous offerings. |
| Not in any way that I know of. |
| Contingent faculty teaching summer courses |
| Unsure |
| Again, I don't know |
| No |
| More contingent faculty teaching--so students are increasingly working with less qualified faculty. |
| For me personally - nothing has changed as students in this program are REQUIRED to take summer classes. |
| I am not aware of any impacts. |
| Fewer courses offered |
| fewer courses offered, lower rank full-time faculty teaching this summer |
| I don't have access to that information. |
| Not sure |
| I don't know. |
| No effects that I am aware of. |
| I'm not sure. |
| Yes... we will not be offering a graduate level course. This will hurt students looking for an elective. |
| We are offering few summer courses. Athletic Training must teach in the summer to keep students on track and ORLM must supervise internships so that students may graduate. |
| fewer courses |
| I don't know. |
| Likely fewer courses offered and more adjunct faculty teaching. |
| not sure yet |
| fewer courses offered |
| Tenured faculty feel trapped. If we give up "our" courses and contingents take them over, we may lost them if/when decent overload pay returns. |
| fewer courses offered, lower rank full-time faculty teaching |
| More adjuncts and lower rank faculty teaching courses |
| I don't know. |
| fewer |
| I don't know |
| we have not made the summer schedule yet but there is concern about teaching and offering courses and adjunct faculty teaching courses if we do not |
| We only have one of five faculty members teaching an overload to my knowledge. |
| not sure |
| Many fewer courses offered. Most faculty declnined to teach kn the summer. And we always had everyone teach in the summer and full summer courses. |
| A course students need to graduate are not being offered. The students are now enrolling into programs at other schools/institutions to make up for these credits. The same professor that helps advise students progression through our program won't offer a class our students need to graduate in the timeframe they advised the students within. |
| It's hard to say yet. I know one of our brand-new faculty members has agreed to teach in the summer, and I suspect others will too. Our classes are filled with waitlists (some over 40 students long). We have a major staffing shortage with two retirements coming up, so people are feeling the need to meet student needs with summer courses. |
| More adjunct teaching. |
| Looks like more classes for lower-ranked faculty and single-income faculty/families |
| It has been very difficult to advise graduate students, not knowing if courses typically offered in the summer would be available. Not offering courses during the summer will negatively impact our graduate program and student completion. These are demanding, fast-paced courses, not easily taught or "adjuncted out." Furthermore, our graduate population needs to be able to take courses in the summer. The present situation is a problem for otherwise very successful courses and graduate programs. |
| I don't know |
| Not sure at this point. |
| Our department does not teach as an assigned responsiblity....we do mental health therapy. |
| none |
| I believe we have reduced the number of offerings this summer due to faculty not wanting to teach under the cirsumstances. |
| We have less course offerings which impacts our students negatively. |
| I am not aware of any changes in summer offerings, albeit I have heard faculty in my department express concern over the reduced summer pay. |
| most if not all not being taught and we normally do a lot of them |
| Too early to tell |
| The are fewer course offerings availle from our department thid summer |
| Fewer courses offered that are vital to students who need to graduate; Lower rank full-time untenured faculty needing to teach in summer for income but most of them still deciding not to (at great personal expense) |
| yes |
| fewer courses offered |
| more adjunct faculty |
| I don't know, the boss lady hasn't said much. |
| fewer faculty teaching |
| More lower rank and adjunct faculty teaching |
| unknown |
| yes |
| unknown |
| Some higher rank faculty declined to teach and were upset by the pay change. |
| unsure |
| Don't think it has |
| Hasn't yet. We look at demand for courses and see if someone's interested in teaching, then go from there. |
| Maybe more junior faculties and staff teaching the courses |
| new faculty are teaching to increase their annual salary |
| unknown |
| I don't know. |
| Unsure as of yet |
| Yes, fewer course offered and lower rank full-time faculty teaching. |
| Likely fewer courses offered (I don't have the numbers to back this up). But also in our discussions people seemed less interested in volunteering to teach over the summer than last year. |
| same; Usually only I teach during the summer with one adjunct teaching the lab sections |
| fewer |
| unsure |
| many stating they wont teach |
| Dramatically: We have offered summer courses for decades: we willl no longer offer them unless pay is restored. |
| no affect as far as I'm aware |
| In past summers there have been more faculty interested in teaching summer classes than classes available. This year there was the opposite problem and the department had to scramble to get sections staffed. |
| Not affected |
| ? |
| Its still up in the air, but my perception is that fewer permanent faculty are willing to teach online in the summer, leading to fewer courses taught. This is unfortunate because we already teach relatively few summer courses (online or in person) and having fewer has a lot of ramification for our students and also for our departmental budget. |
| We are currently refusing to offer any summer courses in our department. |
| Unknown |
| no effect that I know of |
| don't know |
| students are having trouble getting in to courses they need because of the reduced offering; less courses offered |
| Upper ranked faculty do not want to teach due to pay. New faculty feel obligated almost as overall income at NMU is low and supplement is needed in the summer. |
| not aware of this |
| no |

**Is there anything else you would like to share about this topic of summer pay?**

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| This is a very difficult position to be in . . . I care about the classes I teach and have worked hard to develop them. I care about the students who take these classes and who will serve as leaders in our schools. Teachers take graduate classes in the summer, because this is when they have time and space to take classes. I have taught my summer classes for 10 years and am dependent on the pay that I earn during the summer. It is my hope our summer pay can be restored and the integrity of our programs can be maintained. |
| Summer pay needs to be representative of pay to work when not obligated or there is no incentive to teach beyond the regular 10month appointment time, i.e. Fall and Winter teaching. |
| This is a tough issue. I completely understand the solidarity arguments. I do feel a sense of obligation in my department as I am teaching in a new Masters program that is still in a vulnerable stage of development. Using the tactic of declining to teach summer courses makes sense as a bargaining strategy but it is not without risks to students (and nascnet new programs). |
| with COVID-19 everything is still up in the air. Online is not an option for several of our summer classes |
| Just want to get regular pay for summer. We tried to help students offering courses so that they can graduate on time. |
| I wouldn't really want to teach in the summer if the pay were the same as previous years, but I really would not teach in summer for decreased pay. |
| The pay at nmu is low especially compared to the cost of housing in the area. I recently accepted a position at northern on the basis that I could offset the relatively low salary with a decent summer income. I am very disappointed that northern decided to reduce the pay. This is not the way to retain faculty. I am hopeful this was a one time reduction in pay but I'm extremely concerned that it might be more permanent. I believe this will have a negative impact on northern in the long term if it continues. Unfortunately my base pay is low so I have no choice but to teach during the summer regardless of what the administration decides to pay us. Not a desirable position to find myself in. . |
| Our department's main summer offerings have been Faculty-Led Study Abroad courses. These are significant responsibilities and reducing the summer pay could impact the possibilities of teaching them in a significant way. FLSAs keep tuition money at NMU (as opposed to students paying tuition to other institutions). Raising summer pay to previous levels would actually generate more money in the case of our department, due to the increased probability of more FLSA courses. |
| I think it relates to the hiring of full-time faculty lines, if courses are required for programs to exist and for degrees to be completed, summer work should be compensated at the same rate as during the academic year of fall and winter semesters. Students do not pay reduced tuition for those credits. |
| 1,100 per credit hour is insulting to those who have the academic knowledge and experience necessary to teach the graduate courses tgat need to be offered. |
| It seems like something we should not have agreed to |
| The BoT wanted to cut down the promotion increase as well. I prefer to cut on summer and leave promotion increase untouched. |
| So many departments and units rely on summer moneys for operations. . . In general I do understand the ethics of the budgetary arrangements, and I've been here for three decades! |
| I thought the pay was too high - we were pricing ourselves out of courses because they didn't have enough population to "make." Cutting by 20 - 25% made sense to me - but not the nearly 50% cut. I have 2 kids in college and I'm the only wage-earner, so yes, I asked to teach in the summer. But if I didn't "need" to I wouldn't have..Why is this box so small?? |
| An MOU would be great. |
| I plan to request either "Paying more per credit than the newly contracted amt." or "Providing another form of payment." I appreciate reading those ideas. |
| As a newer faculty member, I do not teach summer courses so the rate of pay does not affect me. However, I know it has been discussed by others and is very frustrating for them. |
| I'm a part-time faculty member (contingent). I'm not sure how or if the pay cut affects me. However, I do not think any faculty member should have a pay cut for teaching summer courses -- if anything, due to their condensed nature, they can be more demanding than fall or winter courses. |
| pay needs to be at "full credit contract" amount... NOT reduced directed-studies minimums... Instructor STILL does the same amount of work as full-contract credits!! Thank you for your time. |
| We deserve full pay because the expected financial shortfall did not occur. |
| If the course is within Global Campus, is summer pay affected as well? |
| My peers are other institutions have many other ways to get summer support. Here, teaching is pretty much the only way to get summer support. Our salaries are already low compared to peer institutions, so lower summer pay is just another negative. |
| It amounts to a significant salary reduction for senior faculty accustomed to counting summer pay as part of our annual remuneration. |
| I don't see pay as a significant motivator (either for or against) teaching in the summer. If I teach in the summer it is because I am teaching a course that I want to teach. On the other hand, I am never pressured to teach in the summer, so it is always my choice when I do so. I mostly choose not to because that is when I put more effort into my scholarship, which is of greater value to me than a boost in my salary. |
| It's worse than I made as a Ph.D. student teaching a summer course; it's not worth it at that pay rate. |
| students are in need of summer course offerings in our department, it is difficult to ask faculty to teach them at this pay. |
| Please do not trade away retirement for summer pay. |
| I hope we can raise summer pay in the next contract, especially if faculty-led study abroad programs normally happen in the summer. At such low pay, I'm afraid that no one would want to lead students overseas. |
| I'm only teaching this summer because I prepped a new online summer course last summer, and I would like to get more mileage from it while helping our department budge for equipment. I probably wouldn't justify teaching the course if I had to do a lot to update or create it. |
| Considering that the university is faring much better than expected financially, it is imperative that they address this and bring back the summer teaching salary to its pre-July 2020 figures. |
| for FLSA leader and second leader should be compensated additionally for all the work involved in setting up the study abroad program. |
| I will NEVER teach a summer course unless I am paid at the same rate as I am worth during regular semester. I don't think Fritz or administrators are asked to take a summer pay cut while doing the same about of work. |
| Our coursework is not easily picked up by adjunct faculty, nor would they find the high course demands and low rates appealing. |
| Get the MOU please |
| Overload Pay: that's the problem. The AAUP never should have allowed Dae to cut pay IN HALF for overloads. It's a real hit to peoples' paychecks who rely on overload money. And if you think that that's entitled, it isn't. In the humanities, we faculty often rely on that money. |
| I will not teach summer or overload again if things don't change; I was already obligated to teach courses only offered during summer and required for the program |
| Just that it sucks. We want to work more to benefit the university, yet they want to cut our pay in half essentially. It's degrading and reeks of disrespect. |
| Many of your lower ranked faculty, such as adjuncts and instructors use the summer courses to make up for their wage shortfalls. If faculty were paid properly to account for inflation, matching up with the averages across the state, faculty may not need to teach in the summers. |
| I was hesitant to take an assignment and only did so because I feel that I am already underpaid as an assistant professor and need the additional income. I do feel that the summer pay is, to put it bluntly, a slap in the face for the amount of work that will be required. |
| In principle, pay during the summer should be at rates that match my qualifications and experience. The same principles that hold during the semester should be in play all year round. |
| speaking with departmental colleagues who are teaching, it is clear that they due it from financial needs. Even with a pay cut, they cannot afford not to teach. |
| The idea that this "concession" was necessary to retain other financials is BS. Summer is self-supporting. If classes are not full, they are cancelled. Summer pay should have no impact on any other financial decisions. It was a way for the board to stick it to us. Not enough faculty teach in the summer to give a rip about those who do. We NEED a MOU to restore pay to the previous contract amounts for summer. |
| I feel it is counter productive to cut pay for summer courses, but there may be some merit for keeping it low for overloads. |
| If I don't teach the class I generally request, someone else will teach it. I think the union needs to get an MOU to get us our previous pay rather than the lower amount. If departments rely on the extra money for summer courses, then departments are getting hurt and not just faculty. |
| Please consider those of us who are parents and we have to cover the cost of childcare in the summer in order to teach summer courses. The current rate makes it impossible to hire childcare. |
| It seems odd that full time faculty who make more than enough money for themselves and their family can't do something to help our students stay on track to graduate. Poor example of putting money before the wellbeing of students. It would be a shame for students find out that professors that they thought had their best interests in mind are delaying there graduation because of a petty issue like this. |
| This is something I hope the negotiation team can emphasize in the next round of negotiations. Thank you for your work on this, colleagues! |
| No change for me as a contingent faculty member. |
| Will never teach a summer course at the current pay—it is insulting. |
| Please don't normalize this pay cut, it harms faculty and students. Let's get it back to what it should be. Summer school is no less valuable than fall or winter |
| It seems as if the board is against offering summer courses; as if they are attempting to discourage courses being offered by lowering the pay so that faculty will not teach. Our graduate students need and expect to take summer courses. Taking courses from knowledgeable faculty is an advantage of taking courses at NMU. Summer pay should be increased not decreased. |
| The union did not fight very hard to preserve the summer or overload pay. It seemed like the faculty who do not teach summers or overloads were more than willing to give in on this issue. This additional revenue is of great help to many of us especially given the lack of a pay raise and NMU's low salaries. Strongly hope that this will be restored to the previous rates. NMU cut our salaries for summer but did not lower the cost per class for students. NMU does not appear to be experiencing any financial problems. Also, the Biden COVID relief bill supposedly contains $35 billion for higher education so we should be fine even with an enrollment decline. |
| Although I don't usually ever teach during summers I am fully on board with an MOU. |
| My students would be delayed raduation by at least one year if I don't teach the courses. |
| Summer pay has always been low and I have found it rather insulting that it has been this way since I was hired. That is the primary reason why I do not teach in the summers anymore. |
| I don't understand how decreasing the summer pay really helps the university as a whole. It seems as though our department heads are frustrated that they can't pay more, so I am at a loss for who is benefitting from this low pay. |
| As creator, organizer, and coordinator of FR 438 study abroad course, offered in one way or another since 2001, I am not under any illusion concerning the difficulty of executing this course. The compensation in the past was mediocre already. The work that it takes to promote, fill, and then complete this course with students, most of whom have never been outside the country, is to say the least memmoth. Lowering compensation from the mediocre level it was already, certainly creates reservation about offering such courses in my department. |
| It is an insult |
| Don't use so many "Yes" vs. "No" responses - more choices are needed to accurately gauge reality |
| The compensation for summer teaching prior to the 2020-2021 agreement was already so low that summer teaching assignments were not worth doing. Now that the pay scale is even lower, I will not consider teaching during the summer. |
| It has the potential to be a MAJOR disincentive to faculty members considering organizing or leading FLSAs (Faculty-Led Study Abroad programs), since generally the only compensation is for one's teaching. |
| I feel both disappointed and unvalued by NMU to reduce our summer teaching rate of pay by almost 50% during a pandemic when many of us rely on summer teaching to remain financially solvent in our households. |
| it needs to be fixed. |
| It would be amazing if they lowered the enrollment max to offset poor pay. |
| It's absurdly low. I will not have my time or expertise devalued in this way. I just will not teach in the summer and I think it will be a struggle to find competent adjuncts to cover all of these courses. |
| I look forward to you fixing the issue and then I can teach summer 2022 |
| Graduate courses are paid by credit but they are more work. We should get paid more to teach graduate courses. |
| It's bullshit. We know as much in the summer as in the other semesters, and should be compensated accordingly! |
| It is so low that it has decreased faculty moral. It makes the faculty upset with administration and less inclined to do any of the extra work activities, which would often be good for recruitment/retention. |
| revert to the old rate in new contract |
| Taught previous 3 summers, but since it's a lab, I'm waiting to see if someone is interested in teaching lecture first. I do wonder though if it's worth it given the intensity of the summer courses. |
| I think the pay was already a bit low to start with, and the university should not cut the pay for the summer. Some faculties have to teach summer to make ends meet. Single parent household with 2 children to feed, for example. |
| Some students would not graduate in a timely manner if summer course were not offered. They're part of our curriculum plan. |
| Please fix this issue! It was very short-sighted of administration to cut overloads and summer pay especially when they set enrollment caps. Also, bring back Merit Awards - full professors who shine need to be recognized. |
| Thank you for addressing this issue and considering the impact if changes are not made in the next master agreement. Please also consider the impact of reducing the pay for overloads during the semester. Not all courses taught on campus are 4 credits. In my department, many of us teach multiple 2-3 credit courses each semester. Additionally, in accredited programs where full-time faculty feel it is not financially stable to teach overloads, the result is an increase in the use of adjuncts who do not always have the same credentials, experiences, and commitment to the department and the university at large. The long term impact will be felt in enrollment and retention. |
| Financially, I feel it necessary to teach in the summer - even at the lower rate, I use the summer pay to invest in retirement and can't afford to take the even larger financial loss if not teaching. |
| In Summer 2022, we will probably see a lot of FLSAs, which will be important for students to earn credits toward completion of their degrees. Due to the heavy workload of planning, advertising for, and then leading and teaching a FLSA, the lower pay could prevent them from happening (or make faculty feel obligated to lead them without sufficient pay.) |
| I did not even consider offering a course this summer because of the pay cut. I am a new member of our department hoping to get a longer term contract or a tenure line in the future. Last semester I took a 6 h overload and this semester I am taking a 3 h overload. I feel obligated to do both because courses would have been cancelled if I didn't and because I hope it will help me get a better position in my department. The pay I receive for this work is simply not commensurate with the task, especially when you consider the detriment to students had I not been willing to do it. The drop in pay for summer (and regular semester overloads) feels like the university does not value its faculty. If we were to make decisions based on the bottom line the way the administration does, then the students would suffer. |
| My first summer (2006) I taught the exact same 4 credit course and earned $5004 even with my low assistant professor based salary. This summer I'm being offered $4400 for the same course. Considering that students pay over $500/credit hour and we usually top 20+ students in the course, NMU is clearly in the black on summer courses. It is an insult to my experience and skills to be paid more than %50 below the usual semester per credit pay even when you factor out service and research. Why do I teach this summer? Because we would offer it anyways putting pressure on my Department head to teach it AND my family and I use that money to do work around the house which allows my wife to volunteer locally and raise our children without the added burnden of a career. For her, those volunteer activites are important and give her joy. So, I teach summer to allow us personal activities in the summer without her giving up her volunteer work. |
| Just have the $1,100 written in as a minimum. Have the administration actually manage their programs. |
| What was the rationale? Faculty lose brain cells in the summer? This was insulting. |
| it seems very hush hush right now |
| The negotiated lower rate was premised upon an anticipated reduction in the budget. Since that reduction did not occur, there is no justification for not returning the former rate of pay. |
| This is the only source of extra money for the department and it has offered traditionally principles courses every summer to help out students. We don’t feel like we have a choice to say no. A letter signed in favor if an MOU with as many faculty, DH, and Deans will be great to show the concern even if faculty feel that in reality they don’t have the |
| We don´t often teach summer courses due to low enrollments in in-person classes. (We used to have great success at this. Now students only want online classes.) I had thought about trying to offer a section of SN101, but after looking at the difference in pay I decided not to. |
| The course that I am teaching this summer is split between myself and another faculty member and we are doing it as a passion project, less than a standard course. In general, I do not teach summer courses and I am even less inclined to with the pay reduction. That said, I DO think that perhaps a compromise could be made so that all faculty teaching in the summer are paid at the same (higher than current) rate. The variation caused by the normal pay differentials actually makes it hard for senior faculty to offer courses since it essentially raises the enrollment cap. I realize that people that meet that cap are then well compensated for summer teaching, but I would be supportive of a compromise of raising the pay for everyone to something reasonable that is likely less than the rate a full professor would normally be paid. |
| Summer pat is traditionally a source of increased income. Particularly in universities with lower base salary. It is important economically to many (including me) as well as recruitment of new faculty. Restore summer pay to what it was. |
| I agreed to teach one summer class because I have done so each year for 20 years. Due to the one-year contract, I will be paid less this year than in any other summer; however, I believe this problem will be rectified in our NEW AAUP contract for 2022+. Please tell me if that is NOT the case. |
| Compensatin is part of the issue ... it also relates to need for time off, but higher pay would make it worht additional consideration. This also related to the set $1100 for overloads during the term. In the past, I eagerly accepted overloads because I enjoy teachin and the pay sufficient. Now, i still have overloads but the decrese in pay compared to the past will make me not be as eager to volunteer for overloads in the future. |
| this is a significant issue for junior faculty and one-income households |
| I would accept a reduced summer salary if the summer teaching load counted towards the academic year teaching load |