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I. Policy

A. This document describes the manner in which University faculty may be compensated during the summer and outside of the base period of employment, pursuant to regulations of the South Carolina Human Resources Division. Summer employment is not considered dual employment, which covers additional compensation earned during the faculty member’s base period of employment. For purposes of this policy, summer employment may occur over any specified period of time between May and August of a calendar year.

B. Remuneration for Regular Summer School Teaching

Compensation for teaching during the summer may not exceed 40 percent of the faculty member’s annualized base salary for the preceding academic year subject to the teaching load as defined in the faculty manual and any further limitations defined by the Chief Academic Officer for each campus.
C. Remuneration for Sponsored Research and Other Duties Not Related to Teaching in Summer Sessions

Academic personnel will be compensated at the same rate of pay as the immediately preceding academic year for sponsored research or other activities performed during the summer months (between academic years) which are not related to teaching summer sessions.

D. Remuneration for Summer Thesis and Dissertation Supervision

Faculty are expected to assist students who need research, internship or field study supervision at any time during the calendar year. Deans and, where appropriate, department chairs may pay faculty who supervise an unusually large number of theses, dissertations, internships or field study during the summer months. Such remuneration will only be approved by the Chief Academic Officer on a case-by-case basis and will be compensated at the same rate of pay as the immediately preceding academic year.

II. Procedure

Procedures, forms and general guidance related to this policy can be found on the Division of Human Resources website at http://hr.sc.edu/.

III. Reason for Revision

- Eliminates the references to Maymester, Summer I and Summer II sessions
- Revises the compensation guidelines for faculty teaching during the summer
- Removes procedural information