

Summer Teaching Assignment Impacts

The board/administration wants to completely eliminate our Summer Teaching Assignment procedures. Source:

[http://www.wright.edu/administration/aaup/nego/FF/Exhibits%20A-N\(from%20admin\)\(OCR\)\(annotated\).pdf](http://www.wright.edu/administration/aaup/nego/FF/Exhibits%20A-N(from%20admin)(OCR)(annotated).pdf) (located in Section 7.8 and at Exhibit K)

Under the administration's proposal:

Bargaining Unit Faculty **no longer receive preference** for summer teaching.

Summer teaching assignments **at the discretion** of the Department Chair and with the approval of the Dean, based on "student and curricular needs."

Every full-time faculty may be replaced by a part-time.

What the Summer Teaching Assignment Proposal Means:

About half of our members routinely teach one-two summer courses each academic year. Summer courses are paid at the rate of 1/12 (8.33%) of base salary. If summer courses are instead assigned to part-time faculty, our members lose out on income. We have provided another column that shows additional retirement investments forgone.

Base Salary/Year	# of Courses	Impact	Retirement Contribution From WSU and Self
\$50,000	1	\$4,166 pay cut	\$1166 lost
\$50,000	2	\$8,333 pay cut	\$2333 lost
\$75,000	1	\$6,250 pay cut	\$1750 lost
\$75,000	2	\$12,500 pay cut	\$3500 lost
\$100,000	1	\$8,333 pay cut	\$2333 lost
\$100,000	2	\$16,667 pay cut	\$4666 lost

Summary - This proposal allows the university to outsource summer classes to part-time faculty. The cumulative, long-term consequences are enormous.