

1 **Article New Number (tracked from *status quo* of Article 8, Sections 6-8)**  
 2 **OVERLOADS, SUMMER APPOINTMENTS AND STUDY ABROAD**

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 4 **8.7X.1 Overload Appointments.** Overload compensation is defined as compensation for any  
 5 duties in excess of a full appointment (1.0 FTE). Available overload compensation appointments  
 6 within the University shall be offered equitably and as appropriate to qualified employees in  
 7 sufficient time to allow voluntary acceptance or rejection.

8 (a) An employee's overload compensation for teaching a three ~~(3)~~ credit hour course  
 9 ~~in a premium tuition program~~ shall be eleven and one-half percent (11.5%) of the mean  
 10 academic year salary of the tenured and tenure-earning employees in the employee's  
 11 department/unit.

12 (1) If the employee's department/unit does not offer tenure, the compensation  
 13 for a three ~~(3)~~ credit hour course shall be eleven and one-half percent (11.5%) of the mean 9-  
 14 month salary of the faculty pay plan employees in the department/unit.

15 (2) The calculation of mean salary shall be as follows. For a course that  
 16 begins during the fall, spring, or subsequent summer of an academic year, compensation shall be  
 17 based on the employees in the department/unit and their salary rates as of ~~January 1st~~ May 8<sup>th</sup> of  
 18 the previous academic year. Any 12-month employee salaries will be multiplied by 81.82 percent  
 19 to obtain an academic year salary.

20 (3) Courses of greater or fewer than three ~~(3)~~ credit hours shall be prorated.

21  
 22 ~~(b) Compensation for overload appointments other than those described in 8.7(a)~~  
 23 ~~shall be no less than the adjunct rate for the employee's department or unit.~~

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 26 **8.6X.2 Supplemental Summer Appointments.**

27 (a) Policy. Supplemental summer appointments, when available, shall be offered  
 28 equitably and as appropriate to qualified 9 month employees, not later than five weeks ~~prior~~  
 29 ~~to before~~ the beginning of the appointment, if practicable. Course offerings and summer teaching  
 30 assignments ~~will shall~~ be made taking into consideration programmatic needs, student demand,  
 31 and budget availability. The employees of each department/unit shall develop, and approve by  
 32 majority vote, written criteria and a rotation policy for offering summer teaching appointments to  
 33 9 month employees in a fair and equitable manner. The criteria and rotation policy shall be  
 34 maintained in each department/unit. ~~The criteria shall be made available in each department or~~  
 35 ~~unit.~~

36  
 37 (b) Compensation.

38 (1) Compensation for summer employment teaching appointments shall be  
 39 twelve and one-half percent (12.5%) of the employee's 9 month base salary for the first three ~~(3)~~  
 40 credit hours of summer assignment, including teaching, research, and service; twelve and one-  
 41 half percent (12.5%) of the employee's 9 month base salary for the second three ~~(3)~~ credit hours  
 42 of summer assignment, including teaching, research, and service; and eight percent (8.0%) of the  
 43 employee's 9-month base salary for the third three ~~(3)~~ credit hours of summer assignment,  
 44 including teaching, research, and service.

45 (2) Courses of greater or fewer than three ~~(3)~~ credit-hours shall be prorated.

46       (3) The supplemental summer teaching assignments, like ~~that those~~ for the  
 47 fall and spring semesters, include(s) the normal activities related to such an assignment as  
 48 defined by the department/unit and the nature of the course, including office hours, course  
 49 preparation, curriculum development, lectures, evaluation of student efforts, academic advising,  
 50 research, and ~~department, college, and University committee meetings~~ service.

51       (4) Research, service, administrative and other activities may be offered by  
 52 the University during the summer term. These non-teaching summer supplemental  
 53 appointments do not include other credit-generating activities, such as thesis or  
 54 dissertation supervision, directed individual studies, supervised teaching or  
 55 research/scholarship/creative activities, or supervision of student interns. Compensation  
 56 for other credit-generating activities shall be at the following rates per credit hour,  
 57 rounded to the nearest dollar:

$$\frac{\text{tuition rate} \times (1 - \text{facilities and administration rate for on-campus instruction})}{1 + \text{faculty fringe benefit rate}}$$

62       For the 2018-2019 academic year, this rate is \$108.06 per credit hour for  
 63 other credit-generating activities involving graduate students and \$39.401 per credit hour  
 64 for other credit-generating activities involving undergraduates.

66       (c) No employee shall be implored, coerced or required to undertake a supplemental  
 67 summer appointment.

69       (d) Supplemental summer appointments shall be made in accordance with Section  
 70 1012.945, Florida Statutes (the "twelve hour law").

72  
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 74 **8.8X.3 Study Abroad Appointments.** Available study abroad appointments within the  
 75 University shall be offered equitably and as appropriate to qualified employees in sufficient time  
 76 to allow voluntary acceptance or rejection. An employee shall not be coerced to accept such an  
 77 appointment or harmed for rejecting an offer for such an appointment.

78 (a) Training. The university shall offer and the An employee shall attend appropriate  
 79 training ~~prior to before~~ participating in a study abroad program. This training shall include written  
 80 instructions regarding the employee's responsibilities for students who are participating in the  
 81 study abroad program.

82 (b) Compensation. The minimum number of students required to offer a study abroad  
 83 program (referred to in this section as "the minimum") shall be no more than ten students for  
 84 undergraduate courses and no more than five students for graduate courses. Courses with a lower  
 85 enrollment cap shall be allowed with permission of the department or unit chair. ~~determined and~~  
 86 put in writing in advance of allowing enrollment in the program. Employees shall be  
 87 compensated as follows:

88 (1) All employees serving in study abroad programs shall receive travel,  
 89 housing, and expense reimbursement defined in the program budget at rates established by the  
 90 State of Florida or, at rates established in advance, in writing, by the University;

91 (2) For any course ~~which-that~~ meets the minimum and in which the employee  
92 delivers the course content ~~is delivered by the employee~~, the employee shall receive a  
93 supplemental summer appointment for one course. The University may provide a supplemental  
94 summer appointment for the employee even if the program does not meet the minimum, as long  
95 as such decisions are made on an equitable basis, based on programmatic needs.

96 (3) For any course in which the course content is delivered by an instructor  
97 other than the employee (for example, an instructor associated with an institution in the host  
98 country), but the employee is listed as “Instructor of Record,” is traveling with students, and has  
99 administrative duties such as recording grades, overseeing excursions, dealing with any food,  
100 lodging, or transportation issues, supervising students, etc., the employee shall receive a stipend  
101 of \$1,500.00.

102 ~~(4) — If an employee is teaching more than one course in a single summer study~~  
103 ~~abroad program, and one or more of those courses does not meet the minimum, the department~~  
104 ~~chair or unit head may combine the course enrollments in order to meet the minimum. In such a~~  
105 ~~case, the employee shall receive a supplemental summer appointment for the number of courses~~  
106 ~~the student enrollment would allow, given the minimum. For example, if the minimum is twenty~~  
107 ~~(20), the program includes two (2) courses, and fourteen (14) students enroll producing the~~  
108 ~~equivalent of twenty eight (28) students in one course, the employee will receive a supplemental~~  
109 ~~summer appointment for one course. As another example, if the minimum number of students is~~  
110 ~~twenty (20), the program includes three (3) courses, and fourteen (14) students enroll producing~~  
111 ~~the equivalent of forty two (42) students in one course, the employee will receive a supplemental~~  
112 ~~summer appointment for two courses;~~

113 (5) If the maximum size of a study abroad program is limited by the nature or  
114 location of the program, if an employee chooses to take a smaller number of students, or if the  
115 minimum is not met but the employee still wishes to lead the program, the employee may  
116 volunteer in writing to opt out of receiving any compensation other than travel, housing, and pre-  
117 determined expense reimbursement.

118 (6) If a nine-month employee ~~is teaching~~ teaches a credit-bearing course in a  
119 study abroad program during the fall or spring semester, the appointment shall either be ~~a~~ part of  
120 the employee’s in-load assignment or taught on an overload basis. If the course is taught on an  
121 overload basis, the employee shall be compensated according to 8.7X.1(b).

122 (7) If a twelve-month employee ~~is teaching~~ teaches a credit-bearing course in  
123 a study abroad program, the appointment shall either be ~~a~~ part of the employee’s in-load  
124 assignment or taught on an overload basis. If the course is taught on an overload basis, the  
125 employee shall be compensated according to 8.7X.1(b).

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