

ARTICLE XVII UNIVERSITY FUNDED SALARY SYSTEM

Section 1. Salary.

Salaries for continuing faculty shall be computed as follows:

Academic Year

- 2006-2007 All continuing full-service faculty employed at SSU as of May 1, 2006, shall receive a salary increase of \$929 plus 3.25 % of the 2005-2006 salary.
- 2007-2008 All continuing full-service faculty employed at SSU as of May 1, 2007, shall receive a salary increase of \$929 plus 3.25 % of the 2006-2007 salary.
- 2008-2009 All continuing full-service faculty employed at SSU as of April 1, 2008, shall receive a salary increase of \$930 plus 3.25 % of the 2007-2008 salary.

Salary increases for promotion shall be in addition to the salary increase specified for each standard contract, added to the salary after the new salary is computed for the academic year.

Section 2. Promotion.

Each faculty member who is promoted in academic rank during the term of this Agreement (including those whose promotion was granted in 2006) shall receive a salary and step increases in the following academic year in the following amounts for a standard contract:

Professor	\$ 3600 with 4 Steps
Associate	\$ 2700 with 3 Steps
Assistant	\$ 1800 with 2 Steps

Salary increases associated with promotions shall be in addition to the salary increase specified for each contract year throughout the duration of the contract.

Section 3. Advanced Degree Completion.

Corrected step amounts shall be reflected on the 2006-09 Presidential Contracts.

Each full-service faculty member earning a Professional Certification as defined in Article XX, Section 3 D, a first Masters Degree above the Bachelor's Degree or a first Doctorate, both of which are directly related to current teaching assignments as determined by the appropriate Dean, shall receive a salary increase to the standard contract and steps in accordance with Article XX Section 3 A.

Professional Certification (one time only)	\$4,500
Master's Degree (one time only)	\$4,500
Doctorate (one time only)	\$4,500

Associate, Bachelors, Masters, and Doctorate degrees are those degrees awarded by institutions of higher education which were regionally accredited for the degree awarded at the time it was awarded by agencies recognized by the Secretary of the U.S. Department of Education. The Provost and President of SEA, or their designees, must mutually agree that degrees from foreign institutions are the equivalent of regionally accredited degrees.

[Professional Certification limited to Certified Public Accountant, Registered Architect and Certified Professional Engineer]

The salary increase related to attaining either an advanced degree or professional certification shall be effective the first pay period following the date on which the degree or certification was conferred. No retroactive compensation shall be awarded for either the attainment of an advanced degree or professional certification.

Section 4. Exceptions to the University Funded Salary System.

With University approval, endowed chairs and faculty salaries may be supplemented from non-governmental sources including funds granted to Shawnee State University Development Foundation and Scioto County Area Foundation for that purpose. These supplements are not considered within the scope of the University funded salary system and will be based upon the terms of their award.

The University will maintain separate accounting of supplemental awards.

Section 5. Salary Table.

The salary table used in determining the maximum salary awarded as a part of a new full service faculty appointment appears in Appendix B.

Section 6. Overload.

Any assignment beyond 15 [Q: 16] contractual hours in any academic term shall be considered overload. Any contractual hours above the contractual hours assigned for the academic year shall also be considered overload. For the purposes of calculating overload faculty members hired mid-academic year or on an approved leave of absence shall be presumed to have had a workload of 12 contract hours for any academic term they are absent.

Any full-service faculty member voluntarily accepting a teaching load which exceeds the maximum contractual hours shall be compensated at 75% of the faculty member's annual academic year per contractual-hour salary. All overload compensation will be based on a 24 [Q: 36] contractual-hour year. The faculty member shall be given a supplemental contract for this overload.

The faculty member may elect to receive a supplemental contract for this overload and shall be paid by separate check at the end of the term in which the overload was assigned, or he/she may elect to receive a supplemental contract in the spring term for the workload in excess of the annual contractual-hour maximum to be paid at the end of the spring term.

Section 7. Course Preparations.

A course-preparation shall be defined as a 3 credit hour or higher course with a lecture component. In any academic year, multiple sections of the same course shall be considered one prep. Multiple courses taught at the same time by any one faculty member shall be considered one prep. No later than 4 weeks prior to the start of an academic term faculty members may request the chair to change their course assignments among those available on the department schedule which they are qualified to teach if they have been assigned more than three preparations in a term and the other full service faculty members in the department do not exceed three preparations in the term as a result of the change. Faculty members affected by any course changes under this section may appeal the chair's decision to the dean.

Section 8. Program Coordinators.

Program Coordinators are full-service faculty members appointed annually by the Dean with the approval of the faculty in the specific program area. Program Coordinators report directly to the Dean.

Duties of the Coordinators may include assistance in faculty staffing decisions, textbook selections, budgetary responsibilities, program review, and other duties which are germane to the program as assigned by the Dean in consultation with the faculty in that program. Duties shall not include supervision or evaluation.

Those faculty members identified by the Dean and the academic program area as Program Coordinators shall be awarded a supplemental contract for those program coordination duties as assigned by the Dean. The stipend for academic program coordination, excluding laboratory duties during the academic year shall be \$400-1200 per academic term.

Should the Dean decide that the work must be completed outside of the academic year, the program coordinator will be compensated at the rate of \$25 per hour, to be paid upon completion of the project or the term.

Section 9. Summer and Intersession Employment.

Summer/intersession teaching is voluntary. Full-service faculty members have a preference (up to two courses) over part-time faculty in the selection of summer/intersession courses in their area of teaching competence. Full-service faculty summer/intersession assignments shall be made by the appropriate Dean in consultation with the Provost. Summer/intersession assignments within areas of teaching competency shall be rotated equitably.

Summer/intersession compensation shall be 100% of the faculty member's annual academic year per standard contractual-hour salary over a 24 [Q: 36] contractual-hour base, as long as the course enrollment is a minimum of 20 students. In those instances where the Registrar's official course enrollment on the first Monday after the first Tuesday of the term for a course is less than 20 students the following compensation shall apply:

Number of students	Percentage		Number of Students	Percentage
19	97%		11	70%
18	94%		10	64%
17	91%		9	59%
16	88%		8	54%
15	85%		7	48%
14	82%		6	43%
13	79%		5	38%
12	75%		4	32%
			3	27%

Faculty teaching courses with at least 13 students are required to post one office hour for each course taught

The determination of whether a course is to be offered, regardless of the enrollment, shall remain at the discretion of the Provost. Once a faculty members commits to teaching a summer/intersession course by signing a summer/intersession contract, the member may not withdraw the teaching obligation except as otherwise permitted under this contract (See Article XIX).

Section 10. Shift of the Academic Year.

A committee consisting of three members appointed by the University and three members appointed by the SEA will be convened for the purposes of evaluating and making recommendations to the Provost on the feasibility of shifting the academic year for certain departments.