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“In the summer, can chairs (or deans) require 9-month teaching faculty to advise students or meet with prospective students without compensation, and similarly can 9-month teaching faculty be expected/required to be on campus during the summer if they do not have an overload, summer teaching contract?”

As summer session approaches, this important question warrants close review of the MOA and of practices and procedures across academic units that may violate the contractual agreement between FHSU administration and FHSU/AAUP that defines **workload for teaching faculty**. Although varying interpretations of the MOA may influence departmental expectations for summer service, the contractual language established through negotiations between FHSU Administration and FHSU/AAUP establishes operational guidelines, and **the answer to the questions above is contingent upon whether or not the faculty member has an overload/supplemental course assignment for summer.**

Note that advising is in the teaching domain and cannot be considered service, so

- faculty with an assigned summer course may correctly be eligible to **advise** students who have been identified as their **advisees**. Conversely,
- faculty who do not have a summer-course assignment may not be required to meet with their advisees during the summer, and the general expectation in practice is that faculty be reasonably accessible during the academic year and communicate well with advisees in advance of summer session.

This application of the MOA policy also applies to intersession, and of course faculty always have the right to decline a supplemental/overload course for either summer or intersession.

In other scenarios, teaching faculty—whether or not they have overload course assignments--may be asked to assist with **service activities in the summer or during intersession**, either on campus or otherwise available. These types of service activities could include attending Tiger Stripes, meeting prospective students, working on accreditation, committee meetings, workshops, etc. These service activities fall outside the scope of *teaching* and in the summer or during intersession are beyond the scope of *workload* as defined for 9-month teaching faculty. Subsequently, these types of service activities **must be**

1. **agreed by both the faculty member and the department chair, and**
2. **are subject to a rate of remuneration consistent with the pay formula for overload courses.**

Faculty are encouraged to consult the FHSU/AAUP Memorandum of Agreement to locate additional information, but we reference two articles specifically: MOA Article VII, I *Workload*, p. 4:

Returning or continuing nine-month faculty member's term of employment will begin on Wednesday of the week prior to the first day of classes in the fall academic semester and end on the Monday following spring commencement.

MOA Article XIV, pp 60--64, *Summer Session and Virtual College* addresses the issue of *service*, with specific attention to page 61--62, Remuneration and Limitations, item 2:

If the faculty member also provides service activities requested and approved by the department chair, then a rate of equal to 20 percent of 1/9 of the academic year base will be added to the first course taught each month or to the first two courses taught during an eight-week session for provision of service activities.

Some 9-month faculty may welcome the opportunity to earn extra income from a service contract to meet with prospective students, represent their department at Tiger Stripes, or participate in other departmental service over the summer or during intersession. However, service outside the scope of *workload, as defined in the* MOA (Article VII), should never be expected or assigned without discussion and agreement between the department chair and faculty member or without supplemental pay. As further reference, please consult the [2020 MOA](#).