

SUMMER SESSION WAGE SCALE 2022

Summer Session faculty are generally UVA faculty with a nine-month, academic-year appointment. Summer instructional wages are based on an individual's nine-month academic-year salary (base salary) using the following formula:

Base salary/39 weeks (number of weeks in the academic year) * 4 weeks (number of weeks in a summer session) = wages for teaching a three-credit course in one 4-week session. Note: Teaching one three-credit course in a session is considered a full-time load for that session.

Example:

Assistant Professor X; base salary of \$62,000

$\$62,000/39 \text{ weeks} * 4 \text{ weeks} = \$6,359$; wage for one-three credit course in one 4-week session

If Asst. Prof. X teaches a course in Session I and another in Session II, s/he will earn \$12,718 ($\$6,359*2$).

Wage Caps

Summer Session Salaries are capped at the following levels:

Rank	Wage Cap for a 3-Credit Course
Professor	\$11,010.00
Associate Professor	\$9,320.00
Assistant Professor	\$7,760.00
Lecturer	\$6,200.00
Graduate Instructor	\$4,840.00

No UVa faculty member may earn more than one-third of his/her base salary in Summer Session.

Lecturers and Visiting Faculty

It is sometimes necessary to hire summer faculty who do not fall within the listed ranks. In such cases, the following guidelines apply. A faculty member employed at UVA with the rank of Lecturer will have his/her summer wage determined based on the academic-year salary as explained above. If a summer faculty member is visiting, the Summer Chair should contact the Director of the Office of Summer and Special Academic Programs and together they will establish an appropriate wage for that individual. Although listed as a lecturer in the University HR and payroll system, a visiting faculty member will be paid according to the rank held at his/her home institution. At no time will the wage of a visiting faculty member exceed the summer salary cap for a full professor (\$11,010).

Overloads

Summer faculty usually teach only one three-credit course per session. If an exceptional need arises to teach an additional course during that session an overload is applied as follows:

Rank	Overload Rate/Credit
Professor	\$490.00
Associate Professor	\$460.00
Assistant Professor	\$430.00
Lecturer	\$400.00
Graduate Instructor	\$400.00

Independent Study

Faculty members who supervise independent study during the Summer Session may request payment at \$35.00 per credit hour.

Other UVA Faculty

UVA Faculty and Research Associates on twelve-month appointments are not eligible to teach for payment during the Summer Session. This also applies to full time staff at the University and the Medical Center.