



Summer Course Profitability & Summer Pay Policy Effective March 21, 2025

The College of Engineering, Computing, and Applied Sciences (CECAS) at Clemson University is committed to offering profitable summer courses that support both student success and responsible financial management. To ensure the sustainability and profitability of summer programs, the following guidelines are established:

1. Profitability Requirement

- Department chairs and school directors are responsible for ensuring that summer courses are structured to generate a net positive financial return, with a focus on managing instructional costs relative to expected tuition revenue.
- If a faculty member is teaching multiple courses, and one (or more) is generating significant profit while another is in a deficit, the department chair or school director must decide whether to allow the underperforming course to continue. Underperforming courses may only continue if the collective group of summer courses make a profit. A threshold for how far in the red a course can go before it is canceled should be established to aid in your management.
- Department financial managers will continue to assist in conducting profitability analysis for proposed summer courses as registrations start coming in, but the ultimate responsibility for ensuring overall summer profitability lies with the department chair or school director.

2. Standard Faculty Compensation

- To protect overall profitability, a maximum summer pay rate is established for faculty teaching summer courses. This ensures that high-salary faculty are not compensated at a disproportionately high rate. Faculty with salaries below this cap will still have their summer pay calculated based on their individual IBS salaries.
- Each department's maximum rate is the average IBS of their department's associate professors.

- As a reminder, summer pay for teaching a course is calculated as follows: **IBS (Institutional base salary) * .0325 * credit hours** (assuming they are not splitting the teaching of the course)

3. Summer Course Revenue Return

- Under the Revenue-Based Budgeting (RBB) model, the college anticipates continuing to return summer course revenue to departments to cover the associated instructional costs and generate supplemental operating.
- This approach allows departments to reinvest summer course profits into their operating budgets, supporting strategic priorities and financial sustainability.
- The details of this revenue return model are tentative and subject to change as the RBB framework evolves.