

## TEMPORARY AND SUPPLEMENTAL SALARY SCHEDULES — 2025-2026

Provided in the table below is the salary schedule for adjunct, overload, supplemental, and summer pay for faculty at Southeastern Oklahoma State University. It is important to note the following.

- Minimum course enrollment for adjunct, overload, supplemental, and summer pay is **8 students**.
- If a course is taught outside a fulltime faculty member's normal load (1.0 FTE), or by an adjunct, and has **less than 8 students**, the department chair must submit a rationale to offer/cancel the course to the VPAA at least 1 week prior to the start of the semester. It is important to note that depending on the rationale provided for the course with **less than 8 students**, the salary **may be prorated** based on the number of students enrolled ( $[\text{Number Enrolled}/8] \times \text{applicable rate}$ ).
- It is difficult to recruit and retain adjunct faculty for certain disciplines that require academic and/or professional credentials above the standard expectations of regional accreditation; therefore, compensation may be recommended for a higher rate than listed below. The department chair must submit a rationale to the VPAA to provide justification of compensation requested. A course must have at least 8 students enrolled to receive the higher rate. If the enrollment is **less than 8** and depending on the rationale, the salary **may be prorated** based on number of students enrolled ( $[\text{Number Enrolled}/8] \times \text{applicable rate}$ ).
- The \$3,500/undergraduate course applies to a 3-credit hour course; those with a different number of credit hours will be prorated accordingly.
- In a Fall or Spring Semester, a faculty member's total load shall not exceed 24 semester hours (2.0 FTE) of instruction and/or reassigned time. Further, no more than 9 hours of compressed-format courses can be taught at one time.
- In a Summer Semester, a faculty member's total load shall not exceed 18 semester hours (2.0 FTE) of instruction and/or reassigned time. Further, no more than 9 hours of compressed-format courses can be taught at one time.

### ADJUNCT, OVERLOAD, AND SUPPLEMENTAL SALARY FOR ALL SEMESTERS

Level	Location	Doctorate	Master's	Bachelor's
Undergraduate	All locations (except RSC & Tinker)	\$770/credit hr	\$605/credit hr	\$495/credit hr
Graduate	All locations	\$3500/course	\$3500/course	NA
Undergraduate & Graduate	RSC & Tinker	\$3500/course	\$3500/course	\$3500/course

### SUMMER SEMESTER POLICIES

#### Teaching

- Regular faculty may teach up to 9 semester credit hours during the Summer Semester. Compensation will be based upon an individual's academic rank (hours beyond 9 will be paid at the appropriate overload rate):
  - Professor - \$1,300/credit hour
  - Associate Professor - \$1,200/credit hour
  - Assistant Professor - \$1,100/credit hour
  - Instructor - \$1,000/credit hour.
- Faculty compensation in summer will be at the higher of the two applicable rates — **JMSB only**. For example, a Professor teaching a 3 credit hour graduate course in summer would receive \$3,900 ( $3 \times \$1,300$ ) rather than \$3,500, whereas an Assistant Professor teaching the same course in summer would receive \$3,500 rather than \$3,300 ( $3 \times \$1,100$ ). **All other departments pay graduate classes as 4 credit hours.**

#### Reassigned Time

- Regular faculty, including department chairs, will receive 1/10 (10%) of their base annual salary for each 0.50 FTE hours of reassigned time. For example, an individual with an annual salary of \$60,000 and a 0.50 FTE reassigned time would receive \$6,000 ( $\$60,000 \times 1/10$ ) for summer (\$3,000 for June and July, respectively); compensation for different levels of reassigned time will be prorated based on this formula.