

WAYNE STATE
UNIVERSITY
COLLEGE OF FINE, PERFORMING
AND COMMUNICATION ARTS

Spring/Summer Term Compensation Guidelines

Compensation for nine-month faculty during the Spring/Summer semester cannot exceed 1/3 of their academic year salaries. This includes all teaching and non-teaching assignments. A suggested formula to determine appropriate compensation for work on creative/research projects during the Spring/Summer semester follows:

$$\begin{aligned} S/36 &= W \\ W \times L &= ST \\ ST \times F &= FC \\ ST + FC &= CC \end{aligned}$$

S = 9 month salary
W = equivalent weekly salary
L = length of project during Spring/Summer semester (in weeks)
ST = subtotal
F = fringe benefit rate (as set annually by the University)
FC = fringe benefit cost
CC = compensation cost

Example (assuming an annual nine-month salary of \$60,000)

$$\begin{aligned} \$60,000/36 &= \$1,667 \\ \$1,667 \times 5 \text{ weeks} &= \$8,335 \end{aligned}$$

$$\begin{aligned} \$8,335 \times .08 &= \$667 \\ \$8,335 + \$667 &= \mathbf{\$9,002} \end{aligned}$$

Please note: Faculty or academic staff members employed on a twelve-month contract are subject to an additional “percent of effort” formula in calculating their total cost of compensation during the Spring/Summer term. Please contact the College’s Associate or Assistant Dean for assistance.