

Subject: Targeted Working Group: Summer Pay Model
Date: Thursday, November 21, 2024 at 3:38:04 PM Central Standard Time
From: Tammi Vacha-Haase
To: Joseph Romero, Venu Cheriya, Stephen Starnes, Brandon Randolph-Seng
Attachments: image001.gif

Summer Pay Model Working Group,

I am grateful to all you for your willingness to serve on this important working group. Thanks to Dean Romero and Dr. Cheriya for agreeing to be co-chairs of this group, and for Drs. Starnes and Randolph-Seng for representing Faculty Senate.

I encourage you to consider adding another department head to your group, as well as any other representative that you believe would be useful as you move forward. I am supportive of adding anyone that might be beneficial, but will leave this to you. Of course, as you move forward, it will be critical to seek input from Faculty Senate and the Department Head Council.

For a bit of context: the current model for summer pay, for both department heads and faculty, was revised a number of years ago in an attempt to be transparent, fiscally responsible, and meet institutional needs at that time. As our university has continued to evolve and institutional needs have changed, it is clear that it is time to revisit the summer pay model.

The charge for this target working group is to recommend an overall business model for the three summer months, based on identified summer revenue, at \$100 per SCH. Additional information and rate of pay guidance will be provided, but the question at hand focuses on how the \$100/SCH should be disbursed enough? (e.g., instructor, college, department, etc.), based on the following guardrails:

- Must meet the needs of students (e.g., course offerings based on student demand, curriculum requirements, etc.)
- Must cover summer permanent salary expenses
- Must be profitable (only the total amount of SCHs taken x \$100 per SCH is available for disbursement and must not only cover identified expenses, but profit for each college)

A part of the work together also includes questions about potential profit sharing and what decisions should be positively reinforced. As this can become fairly complicated quite quickly, I will not provide additional information at this time in this email. However, to support the group's work, Dean Romero has already shared his plans to review best practices and successful models from other institutions. incentives

The working group is expected to be time-limited, most likely starting later this month with a goal of completion by mid-March, but no later than May 2025. Although we will not be changing the summer model in 2025, I do believe the new summer model should be implemented in 2026. I would be interested in receiving updates along the way, and would like to embrace an iterative process, where every so often you share an updated draft with me for us to discuss. I suspect that Dean Romero will be calling a meeting fairly soon.

Please feel free to let me know if you have any questions. I look forward to hearing from you in the future. For now, I leave it to you all to move forward!

Best,

tvh

Tammi Vacha-Haase, PhD
Provost and Vice President for Academic Affairs

East Texas A&M University
Administration Building
Commerce, TX 75428

