

---

**SUBJECT: ACADEMIC SALARIES**

---

**A. Periods of Appointment**

- 1.0 Professional academic personnel are regularly appointed for service either (1) during the academic year (in this context, the "academic year" encompasses the nine full months ending the day after the close of the spring semester) or (2) for the fiscal year beginning on July 1. In either case, the salary is paid in biweekly installments throughout the year.

**B. Service Obligation**

- 1.0 Academic-Year Appointments - Academic-year appointments are liable for duty assignments and are accountable for their service to LCSC throughout the nine-month period specified above. This period normally begins before the official opening of the fall semester and before the date that is set for mandatory return to on-campus duty. These employees may, alternatively, be permitted to account for service during some mutually agreed different, but equivalent, period (i.e., to engage in research, prepare for classes, advise students, participate in new student orientation, or perform similar academic functions.)
- 1.1 Fiscal-Year Appointments - Fiscal-year appointees are obligated to perform services for LCSC throughout the year.
- 1.2 Service - Full-time appointments assume full-time service, but faculty members may engage in outside consulting. (See section 3.132, Professional Consulting and Additional Workload)

**C. Services not Covered by Basic Appointment**

- 1.0 Participation in courses offered during the intersession (between the fall and spring semesters) is considered to be in addition to the normally assigned full-time service requirement for academic-year appointees. Upon State Board of Education's approval, therefore, they may receive extra compensation for such services.
- 1.1 Participation in short-term programs, such as symposiums and conferences, sponsored by LCSC college and departments may be considered to be in addition to the services required of persons on full-time appointments. Additional payment for such services may be authorized by the State Board of Education when the program has a source of income other than state appropriations and when the service is not a part of the person's regularly assigned responsibilities or when it requires a substantial amount of time and effort that would not normally be expected of the faculty member.

**SUBJECT: ACADEMIC SALARIES**

---

- 1.2 Faculty members may also receive, subject to the State Board of Education approval, extra compensation for teaching continuing education courses when such activities are not part of their regularly assigned responsibilities.