

UO faculty compensation for teaching on study abroad programs:

In the regular academic year, as noted above:

Faculty may teach on a GEO program in a regular (non-summer) term as an in-load assignment of duties, drawing home-campus salary, provided their dept head and dean approve of this as an assignment of duties, and the student credit hours generated by teaching abroad are commensurate with those that would have been generated teaching at home. This usually requires faculty to teach all of their highest-enrollment classes in terms when they are not abroad, with the overseas SCH thus commensurate with the SCH they would have generated in their lowest enrollment class.

Deans may request from the Provost a waiver of the SCH commensurability principle if faculty teaching abroad in regular academic year serve wider school/college objectives.

GEO pays to home department true replacement cost for instruction and service (to the extent it can be operationalized) that would have been provided by faculty member on study abroad program. If true replacement costs are not known in time for program budget development GEO will consult with the Office of the Provost to set appropriate rates.

In the summer term, the salary schedule balances the following considerations:

- a. Student access: GEO programs must be financially accessible to low-income students.
- b. Compensating UO faculty fairly and on a known, transparent scale.
- c. Fact that compensation to UO faculty includes full round-trip airfare, full cost of local lodging (sometimes including faculty family members), international travel insurance, and some meals.
- d. Fact that faculty on GEO programs are assuming both an instructional and a student support role. Student support role can be quite extensive. Given the expanded duties involved in teaching abroad, this appointment is considered a full-time commitment during the course of a program.
- e. Faculty members may waive salary or accept lower compensation, often to reduce price and increase accessibility of program to students of limited financial means.
- f. UO Registrar limits credits per week to 2, regardless of contact hours or instructional model.
- g. Payment for non-UO faculty will be based on these rates, but negotiated on a case-by-case basis with each partner institution.

The Provost has approved a standard salary schedule (Table 1), using a per-credit compensation rate for all faculty across campus, with variation by rank. These rates apply for all programs, with any exceptions approved by Provost (e.g., unusual enrollment, student support levels, etc.).

Deans also have the option, with Provost approval, to compensate faculty up to 2% of base salary per credit for which faculty are responsible overseas. This will only be approved if the school/college agrees to higher minimum enrollment levels (set by GEO) to ensure very limited increase in student prices as a result of these higher faculty salaries. The Provost is committed to

student affordability and access as core principles guiding study abroad pricing.

Table 1. Summer Salary Schedule (adjusted annually to reflect UO cost of living increases)

Tenure Line Rank	Per Credit Rate	Non-tenure Line Rank*	Per Cr Rate
Professor	1,600	Highest rank (e.g., Senior Instructor II)	1,400
Associate Professor	1,400	Middle rank** (e.g., Senior Instructor I)	1,150
Assistant Professor	1,150	Lowest Rank (e.g., Instructor)	925

* Applies to Instructor, Lecturer, Librarian, Research Assistant, Research Associate, Research Professor, Research Scientist, Research Engineer, Principal Research Scientist, Professor of Practice, Postdoctoral Scholar, Clinical Professor. See [HR for full ranks](#)

** Middle rank level used for job categories without tiered ranking (e.g., Officers of Administration)