

Memorandum of Understanding  
Lake Superior State University (LSSU) and  
the Lake Superior State University Faculty Association (LSSU-FA)

May 14, 2025

**Sections affected:**

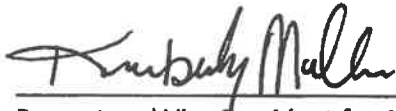
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**Statement of Problem:**

Based on the winter and summer semester rate of .025 times the faculty member's yearly base salary, for faculty members with less than a 1 FTE, this calculation could result in a lower pay than the minimum amount for adjuncts.

**Solution:**


If a faculty member has a FTE less than 1, calculate what their base salary would be at 1 FTE and then multiply that full FTE base salary by .025 for their winter and summer rate per credit hour. Ex: If a 0.5 FTE faculty member has a base salary of \$25,000, the 1 FTE would be \$50,000. Therefore, the calculation for their winter and summer rate would be  $\$50,000 \times .025 = \$1,250$  per credit hour.



Provost and Vice President for Academic Affairs

5-14-25

Date



Herbert D. Henderson [May 14, 2025 11:41 EDT]

Faculty Association President

May 14, 2025

Date