

Extra Compensation and Extraordinary Pay

Policy number: 2.8

Policy section: Academic Affairs

1. Definitions

Definitions of capitalized terms are set forth in Appendix A.

2. Policy Statement

It is the policy of the University that faculty and academic administrators who hold Full-Time Appointments at the University have Full-Time Commitment to the University. These persons can receive extra compensation from the University only as indicated below.

3. Purpose

The purpose of this policy is to outline extra compensation that is allowed or not allowed under this policy and that requires the approval of the Provost.

4. Extra Compensation Parameters

Extra compensation refers to any payment in addition to a faculty member's Full-Time Base Salary for a 9-month scope of work. Faculty on regular (9-month) Full-Time Appointments are eligible for a maximum of 50% of their Base Salary each year, and Faculty on Full-Time Appointments of 12 months are eligible for a maximum of 17% of their Base Salary each year. This extra compensation can come from any, or any combination, of the following: externally funded research (if allowable under the terms of the grant/contract), internally funded research, teaching (e.g., overload, Intersessions, executive education, online teaching, etc.), or expanded service that carries compensation (see 2.8.5 below). The twelve-month eligibility window for faculty on 9-month contracts consists of the fall-spring academic term followed by the subsequent summer. Full-time faculty on research or other leave types are not eligible for extra

Professional and Teaching faculty members who are asked to do significant service beyond baseline service are eligible to receive extra compensation for service duties when service is beyond responsibilities as specified either in their contract or in the workload guidelines for their unit. Professional and Teaching faculty members who are asked to perform expanded service duties

9. Questions

Questions regarding this policy should be directed to the Office of the Provost.

Appendix A: Definitions

“Base Salary” refers to the salary paid to faculty on a Full-Time Appointment on 9-12 month contracts. Base salary does not include benefits, bonuses, or extra compensation.

“Full-Time Appointment” refers to the full-time workload as described in Policy 2.7 Faculty Workload and Compensation. It generally refers to a 9-month scope of work that follows the academic year (mid-August to mid-May). In some cases, due to the higher education landscape, the 9-month scope of work can be performed with flexibility across 10-12 months, with some responsibilities shifting into summer months.

“Full-Time Commitment” refers to the agreement laid out in Policy xx.xx Conflict of Commitment.