

ADMINISTRATIVE PAY POLICY FOR CHAIRS, SCHOOL DIRECTORS, ASSOCIATE AND ASSISTANT DEANS

Effective July 1, 2008

Stipends will no longer be incorporated into the base salaries of administrative faculty.

Under the current policy, stipends are integrated into the base salaries of chairs and school directors (as defined by the Academic Charter) and associate and assistant deans holding faculty rank when that person steps down from the position. These stipends are permanently integrated at the conclusion of each four or five year term, or prorated if a full term is not completed.

Effective July 1, 2008, administrative stipends will no longer be incorporated into the base salary when the person steps down or vacates an administrative appointment. When a chair, school director, associate or assistant dean leaves the administrative position, whether by resignation, recall, or non-reappointment, he/she will receive a contract at their current base salary for the academic year plus any increments for merit where appropriate during years of service as a faculty administrator. If the former faculty administrator is returning to the regular faculty, future merit increases to the salary base will be made annually as justified on the basis of performance in teaching, research, and service to the department.

Calculations for Final Conversion in Summer 08.

Those currently serving in an administrative appointment will have their stipend fully integrated if completing a full four or five year term or prorated based on the number of years served of the current term appointment. Final base salary conversions for all administrative appointments will occur on July 1, 2008.

Calculations for the integration of stipends are based on the standard four-year or five-year term for department chairs and school directors (as stipulated in the Charter), regardless of the actual length of the appointment. In order to assure that Directors are not disadvantaged by the length of their terms, their stipends will be divided by four and multiplied by the number of years served with good performance evaluations.

Associate and assistant deans with faculty rank who are serving without specified term lengths will have their stipend integration on the basis of the standard four-year term. Amounts to be integrated permanently on June 30, 2008, will be determined based on the following calculations:

- When completing a full term - chair, school director, associate and assistant dean stipends will be divided by four and then multiplied by the number of years served with good performance evaluations not to exceed 100% of the stipend.

- When completing less than a full term - each year successfully served is worth 25 percent of the stipend amount not to exceed 100% of the stipend.

Individuals, who serve partial, abbreviated, or extended terms are eligible for the same percentage annually as those who complete the standard four- or five-year term.

Reappointment. Upon reappointment, non-permanent full stipends will be added at the beginning of each new four or five year term.

Stipend levels. Unless an individual currently has a different stipend level, department chair, school director, associate and assistant dean stipend levels are:

- \$2000 for 10 or fewer FTE faculty members
- \$3000 for 11 to 20 FTE faculty members
- \$4000 for more than 20 FTE faculty members

Amended December 2007