ADMINISTRATIVE STIPENDS FOR FULL-TIME FACULTY MEMBERS

A. General Policy

1. Work that is part of a faculty normal work obligations may not trigger a stipend, with the exception of associate or assistant dean/program/department/governance chair responsibilities.

2. A stipend is defined as a specific payment directly tied to administrative/academic/leadership responsibilities as identified below.

3. Only one director/chair/associate dean stipend is allowed per individual unless there are significant mitigating circumstances that warrant more than one. In such a case, the additional stipend must be approved by the VPAA or the President (in the case of law faculty).

4. No administrative stipends may be agreed to without prior written approval by the Vice President for Academic Affairs (for non-law faculty member stipends above $5,000) and the President (for law faculty stipends above $5,000).

B. Associate/Assistant Deans

1. Stipends for full-time faculty performing administrative work as associate or assistant deans may be given ranging from $20,000-$30,000 to be determined by dean depending upon size of responsibility, presence expectations above 40 weeks, and course load. Such terms to be agreed upon prior to acceptance of position and will be recorded in writing.

2. Law school faculty whose salaries have been adjusted to reflect additional administrative responsibilities by assuming the role of associate/assistant dean will continue with their current compensation structure until such time that they no longer carry the additional administrative responsibility. Any new administrative appointments to law school faculty will result in compensation for such administrative work in the form of a stipend within the above ranges in addition to the salary set forth for a law faculty member.
3. Stipends for overload teaching may be awarded when consistent with university policies regarding such stipends for full-time faculty.

C. Program Directors/Department Chairs/other

1. Stipends may be given ranging from $5,000-$15,000 to be determined by dean depending upon size of responsibility, presence expectations above 40 weeks, and course load. Such terms to be agreed upon prior to acceptance of position and will be recorded in writing.

D. Faculty Governance Chairs

1. Faculty outside the School of Law: There will be an annual stipend in the amount of $15,000 for the Faculty Senate Chair and $7,500 for the Chair of CAS, due to the significant scope and stewardship attached to such responsibilities.

2. Law School Faculty chair: There will be an annual stipend in the amount of $15,000 for the Faculty Chair of the law school due to the significant scope and stewardship attached to such responsibilities.

E. Additional stipends

1. Stipends, as agreed upon by the dean, may be given for the following activities when such activities are in addition to (and not a part of) the faculty member’s regular workload

   a. Dissertation Committee participation as a chair or reader - the number of dissertation committees a full time faculty member may chair or read for at any given time will be determined between the faculty member and the dean.

   b. Course development -- For full time faculty, developing a new course and/or a course to a different modality (i.e., from face to face to Cyber campus, or from 15 to 16 or 8 week) is part of the normal faculty responsibility.

   c. Credit for work experience – should a faculty member design an exam for the credit for work experience program, such work may be compensated with a $300 stipend if such work is not part of the faculty member’s annual workload agreement.