Faculty Compensation and Leaves

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FACULTY COMPENSATION AND LEAVES

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ACADEMIC RATE

- Rate for all faculty positions is 9 month basis
  - September 1 – May 31
- Primary and Joint positions must have a rate established even if 0%
- An individual can have only one faculty title and rate

TEACHING OVERLOAD

- Faculty may not receive overload pay (more than 100% time) for teaching organized courses
- Unbalanced teaching load
  - More teaching in one semester than the other to maximize time for scholarship
ADDITIONAL PAY - SUPPLEMENTS

All salary supplements for faculty are 9 month basis; cannot be paid in the summer.
- Salaried Supplement (Endowed)
  - Holder and fellow supplements on endowed accounts; considered part of total compensation
- Non-salaried Supplement
  - Temporary supplements given for special circumstances; not considered part of total compensation
- Maymester
  - Paid in May

ENDOWMENT APPOINTMENTS

Endowments exist to encourage excellence and should be awarded to full professors who have demonstrated a sustained high level of accomplishment.
- Must ensure the appointment is consistent with donor criteria
- Endowments may have only one holder
- College has discretion to establish a designated term for holders

Holder recommendation from dean should include the following:
- Description of faculty member’s qualifications and how that aligns with selection criteria of the level (i.e., professorship or chair)
- Process taken to arrive at the request
- Term of the appointment and whether renewable
- Proposed supplement amount and/or percentage of salary
- Description of discretionary support – amount and usage
- Statement of endowment purpose and dean’s certification that the appointment is consistent with it
**MERIT, EQUITY, COUNTEROFFERS**

<table>
<thead>
<tr>
<th>Rate Increase Type</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Merit</td>
<td>Meritorious performance-based</td>
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<tr>
<td>Equity/Structural Adjustment</td>
<td>Adjustment for addressing relative discrepancies within department, e.g. equity and compression, or to address competitiveness and market pressures</td>
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<tr>
<td>Counteroffer</td>
<td>Direct response to a documented offer from elsewhere</td>
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<tr>
<td>Preemptive Retention</td>
<td>Response for situations where employee is being courted, but may not have a firm offer, or for situations where employee is perceived to be highly marketable and likely to be recruited</td>
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</tbody>
</table>

**PROMOTION INCREASES**

Promotions for most ranks include minimum permanent increases funded centrally:

- Professor         $10,000
- Associate Professor       $  7,000
- Clinical Professor       $  3,500
- Clinical Associate Professor     $  2,500
- Professor Clinical Nursing $  3,500
- Associate Professor Clinical Nursing $  2,500
- Distinguished Sr. Lecturer $  3,500
- Senior Lecturer        $  2,500
- Academy Distinguished Teacher $  7,500

**OUTSIDE EMPLOYMENT**

HOP 2-2220

- May not interfere with performance of primary responsibilities
- Activities that contribute to the effectiveness of the faculty member as a teacher and productive scholar and can meet the individual's and institution's obligation of public service are encouraged
- Cannot receive additional compensation for consulting within own school, college, ORU
OUTSIDE EMPLOYMENT
HOP 2-2220

- Outside employment may not exceed 20% when full-time with the University
- Requires approval by Chair, Dean, and Provost
- [http://www.utexas.edu/provost/policies/outside_employment/](http://www.utexas.edu/provost/policies/outside_employment/)
- If consulting is within own field or area of research, also requires approval by VP for Research
- Faculty member certifies that there is no conflict of interest

SUMMER COMPENSATION
Teaching Activities – Instructional funds

- College establishes summer salary cap
- Summer teaching stipend is 1/6 of academic rate, not to exceed the summer salary cap, per course

SUMMER COMPENSATION
Non-teaching Activities – From sources other than instructional funds

- Research activities
- Summer salary for department chairs and other service-related assignments
FACULTY LEAVE – HOP 2-2210

- Leave Without Pay (LWOP)
- Leave from the Instructional Budget (Release Time)
- Faculty Research Assignment (FRA)
- Dean’s/College Fellows

LEAVE WITHOUT PAY (LWOP)

- Receiving no pay from the University for all or a portion of regular assignment
  - For academic development, e.g. external fellowship
  - For personal reasons, e.g. parental leave
- Limit of two consecutive years (except for extraordinary circumstances)
- At department/college discretion, supplements may continue during academic development LWOP periods (not personal leave)

LEAVE FROM INSTRUCTIONAL BUDGET (RELEASE TIME)

- Continue to have full-time assignment with all or a portion of salary paid from funding sources other than faculty salaries
- No instructional responsibilities for the portion of assignment on other funds
- No limit on frequency
FACULTY RESEARCH ASSIGNMENT
- Eligibility: Tenured faculty with four years of service
- Released from teaching responsibilities 100% for one semester or 50% for long session
- Half of funding provided by Faculty Development fund; rest is faculty salaries
- Return to service requirement
- Administered through Graduate School

DEAN’S/COLLEGE FELLOWS
- Remain on instructional budget but released from teaching responsibilities
- Return to service requirement
- Administered at college level

IMPACT ON PROBATIONARY PERIOD FOR TT FACULTY
- Leave Without Pay
  - Year does not count toward probationary period for tenure-track faculty if LWOP is at least 25% for one semester
- Leave from Instructional Budget (release time)
  - Year does count toward probationary period for tenure-track faculty
FACULTY LEAVE REQUESTS

- Leave Request [http://www.utexas.edu/provost/policies/leave/]
  - Period and percent time
  - Reason for leave, activities, location, funding
  - Benefit to department, college, university
- Department Chair Responsibility
  - Evaluate whether in best interest of department
  - Document how departmental teaching obligations will be met in faculty member’s absence
- Due to Provost’s Office
  - July 31 for Fall semester and long session
  - November 28 for Spring semester

QUESTIONS?

“Johnson, your salary increase will become effective as soon as you do.”