

## **HUMANITIES DIVISION STANDARD CHAIR COMPENSATION POLICY**

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### **Compensation**

Annual stipend, with a value fixed by campus policy (CAPM 314.245.A) and based on the budgetary size of the department. This stipend is paid over twelve months to recognize chair service over the summer months and is subject to the annual range adjustment. Chair stipends are published in the Academic Salary Scales.

### **Reduction of Teaching Workload**

Ladder faculty are expected to reduce their teaching load by one course in each year of chair service to accommodate their administrative duties. SOE Lecturers are expected to reduce their teaching load by two courses in each year of chair service to accommodate their administrative duties.

The division annually provides course replacement funds for ONE course in each year of a ladder faculty member's service as chair. These are paid, at the standard divisional rate (1/8 of Asst Prof III salary), to the faculty member's home department (divided proportionally in the case of split appointments). For LSOEs serving as chair, replacement funds for TWO courses are provided.

A Chair has the authority to reduce his/her own teaching workload further, with the understanding that the home department curriculum can be mounted effectively and responsibly without additional claim on divisional resources. (No additional course replacement funds are provided.)

### **Personal Research Support**

The division provides an annual allocation to personal research funds in an amount indexed to Assistant Professor, Step I (Assistant Professor, Step I annual rate divided by 8). These funds are deposited into the Chair's research or professional development account and can be utilized flexibly by the Chair within university policy, including the option of summer salary. These funds can be carried forward indefinitely.

### **Humanities Division Special Chair Research Leave**

Humanities Chairs are eligible for paid research leave (without use of sabbatical leave credits) up to a three-quarter maximum in the year immediately following three to nine consecutive years of service as chair without interruption.

	Quarters of Research Leave at 100% salary	Replacement funding to Department
Three consecutive years without interruption of any kind	1 quarter	Assistant Professor, Step III annual divided by 8
Six consecutive years without interruption of any kind	2 quarters	Assistant Professor, Step III annual rate divided by 8
Nine consecutive years with interruption of any kind	3 quarters (one academic year)	Assistant Professor, Step III annual rate divided by 8

### **Option of Summer Salary in Lieu of Special Research Leave and Personal Research Support**

In certain circumstances, it may be preferable to a faculty member planning to serve as chair to forego the research support allocation and eligibility for special chair research leave in favor of additional compensation in the form of summer salary.

At the time of appointment, the prospective chair may request this option in writing to the dean. If approved by the dean, the appointment letter will be configured to provide one month of summer salary per year (at the faculty member's salary rate) as compensation

### **Campus Policy on Additional Sabbatical Leave Credits for Chairs**

In accordance with current campus chair compensation policy (CAPM 314.245.B), service of three or more consecutive years without interruption of any kind, results in the addition of one (1) sabbatical leave credit for each year of service. This additional credit is awarded at the completion of the third, and each additional year.