

Academic Affairs Special Administrative Component Policy effective AY2014-2015

In accordance with the Faculty Handbook Policy C.180, "Special Administrative Components", the Provost Office proposes the following guidelines for assessing additional compensation for faculty serving in various administrative roles. The role assigned will be determined based on the scope and/or the complexity of the work assigned, duration of assignment, years of experience and other pertinent factors. The amount determined will be based on the role assigned.

1. Assignment of Associate Provost; responsibilities include oversight of academic units, serves on academic related committees, manages a variety of complex projects, provides guidance to academic leadership and other duties as assigned by the Provost.
 - a. Amount for serving in this role will be determined according the appointment percent as follows:
 - i. 10% appointment \$10,000
 - ii. 20% appointment \$20,000
 - iii. 30% appointment \$30,000
 - iv. 40% appointment \$40,000
 - v. 50% appointment \$50,000 and one course release per year.
 - b. Amount awarded could be used as a SAC, course release, or a combination of both.
2. Assignment of Special/Senior Advisor to the Provost; responsibilities include working on special projects and/or academic endeavors specified by the Provost, and other duties as assigned by the Provost.
 - a. Amount for serving in this role will be determined according to appointment percent as follows:
 - i. 10% appointment \$7,000
 - ii. 20% appointment \$14,000
 - iii. 30% appointment \$21,000
 - iv. 40% appointment \$28,000
 - v. 50% appointment \$35,000
 - b. Amount awarded could be used as a SAC, course release, or a combination of both.
3. Assignment of Academic Leadership Academy Fellow; responsibilities will be defined by the sponsor's office each semester; those offices include Academic Affairs, Administration, Office of the Vice Provost for Research, and the President's Office.
 - a. Amount for serving in this role will be determined as follows:
 - i. \$15,000 per semester
 - ii. 4 semester rotation, two calendar years committed
 - b. Amount awarded could be used as a SAC, course release, or a combination of both.
4. Assignment of Program Director; responsibilities include directly managing complex academic or research intensive programs, which include supervising staff and all administrative tasks associated with overseeing a program.
 - a. Amount for this role will be determined based on market competitiveness, and experience managing similar programs.
 - i. \$20,000-\$40,000 range for the SAC
5. Executive Faculty will not receive a SAC for their administrative responsibilities. Their positions are considered full time; therefore their annual salary will capture the amount appropriate for their service as an executive faculty. NB: current dean contracts with SACs will be grandfathered in for the duration of their contract term.

Faculty with prior SAC agreements to this policy will be honored until the end date of the assignment. At that time if renewed, a new agreement will be established based on this policy.

This information as well as the terms of service and criteria for renewal will be clearly specified in the offer letter prior to the beginning of the assignment. Once the administrative role has expired the SAC will be terminated immediately.

This compensation schedule will remain in effect until further notice.

Approved by: Chaouki Abdallah Date: 9/24/14

Chaouki Abdallah, Provost and Executive Vice President for Academic Affairs