

**UNIVERSITY OF MASSACHUSETTS**  
**POLICY ON ADDITIONAL FACULTY COMPENSATION**

Faculty on full-time appointments are expected to serve the University through a mixture of teaching, research, scholarship or creative activity, outreach and professional service, and University service, consistent with the mission of the campus, school or college, and unit in which they are appointed. The obligations of full-time faculty should be based on the optimal use of individual and collective effort to fulfill the mission of the department and campus, regardless of the nature of or source of revenue for those activities.

The responsibilities of full-time faculty increasingly encompass activities beyond the traditional expectations of teaching on campus, pursuing a research program, engaging in public service and serving on committees. The expansion of corporate and continuing education, distance learning, and multi-campus program offerings as core components of the University's mission, and the growth of commercial ventures, economic development activity, and externally funded research throughout the University, require faculty, departments, and administrators to be flexible and creative in defining faculty responsibilities and allocation of effort in support of the University's mission. To the extent possible, and in accordance with applicable collective bargaining agreements, the University should incorporate these activities into the standard workload of faculty. However, faculty may also receive additional compensation for such activities.

The President shall issue Guidelines to implement this policy.

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(Doc. T01-012)**

**GUIDELINES**

**I. DEFINITIONS**

With respect to the Policy on Additional Faculty Compensation, the following words shall have the following meanings:

- A. Additional compensation is defined as any compensation paid to faculty by the University in excess of the full-time salary. Additional compensation may be paid to faculty for outreach and teaching activities administered, sponsored, co-sponsored, or conducted through the University; additional administrative duties or special appointments; and extramurally-funded research.
- B. Outside consulting or other outside remunerated services of a professional nature are the subject of the Policy on Faculty Consulting and Outside Activities (Doc. T96-047).
- C. A Faculty Member is a full-time employee of the University whose principal title is Lecturer, Instructor, Assistant Professor, Associate Professor, or Professor, or any other University employee whose principal duties consist of teaching, research, and/or service/academic outreach.

**II. CONDITIONS AND REQUIREMENTS**

Faculty members of the University of Massachusetts on full-time appointments may receive additional compensation under the following circumstances and conditions:

- A. Any activities undertaken for additional compensation may not interfere with a faculty member's satisfactory disposition of his or her regular assignments and responsibilities.
- B. Faculty may engage in as much extra activity for additional compensation as is consistent with maintaining a satisfactory disposition of their full-time obligations to the University, as defined and monitored by the department chair and the dean of the school/college. It is the responsibility of the department chair and the dean to ensure that faculty are meeting their full-time obligations to the institution in a satisfactory way.
- C. Additional compensation for federally-funded research must be consistent with federal rules and regulations.
- D. Faculty may receive additional compensation for privately-funded research at rates negotiated with the research sponsor.
- E. Rates of pay for teaching or related services (such as course development) are established by the unit sponsoring the programs with the approval of the Chancellor or President (as appropriate).
- F. No faculty member may accept additional duties or additional compensation that would bring him or her into conflict with Chapter 268A of the General Laws (the ethics statute).

The written approval of the department chair and the dean are required before a faculty member may engage in any activity for additional compensation. Whenever the additional compensation received by a faculty member exceeds 33 percent of the base annual salary in a given calendar year, the Dean and Provost shall review the faculty member's commitments to ensure that the faculty member is satisfactorily performing his or her full-time obligations. The approval of the Provost and the concurrence of the Chancellor are required for a faculty member to continue to receive additional compensation in excess of 33 percent of the base annual salary. If the Dean and Provost determine that the faculty member is not satisfactorily performing his or her obligations, the faculty member must reduce his or her additional commitments accordingly.

The campuses shall establish rules and procedures to implement this policy, including provisions for appeal and resolution of conflicts. Campus rules and procedures must receive the approval of the President.

The President shall periodically review this policy and the scope, nature, and levels of faculty additional compensation on each campus.