

Task force for the review of stipends and extra compensation – update

**Report to Interim University Council
July 11, 2016**



**EAST TENNESSEE STATE
UNIVERSITY**

- Report submitted to Dr. Bach on 1/19/16
- Report presented to
 - Executive staff 3/15/16
 - Interim University Council 3/21/16
 - Academic Council 3/24/16
- At the request of Academic Council, period of public comment from 5/10-6/8/16; two comments received and submitted to Task Force for consideration



- Comment #1: addressed issues within the College of Medicine regarding stipends, and the lack of review of the College of Pharmacy
- Task Force response: one of our recommendations specifically stated “Ask the faculty and administration of the College of Medicine and the College of Pharmacy to review and record their policies and procedures regarding stipends and extra compensation and submit them for approval.” We believe that no further action is required on our part.
- With commenter’s consent, his comments could be sent to COM and COP when they are asked to document their policies.



- Comment #2: Confusion over whether winter term pay is subject to 33% cap; additional comments over whether salary equity should have been addressed by the Task Force
- Task Force response: winter session compensation is not subject to the summer compensation limits. Winter pay is completely separate and is intentionally not addressed in the Task Force's suggested policy on summer compensation which states, "Compensation for regular 9-month faculty who serve on sponsored research projects and other sponsored activity between academic years shall not exceed the rate equivalent to one-ninth per month, up to a maximum of 33%, of the preceding academic year salary."



- Regarding equity, the Task Force charge did not mention equity. There is a separate committee on campus that deals with the equity issue.
- We believe that no further action is required on our part.



Recommendations:

- No action is required on the comments submitted during the review period; no changes will be made to the report as presented.
- The Task Force work is complete.
- We suggest approval of the report at the earliest possible date so that needed changes can be implemented.
 - Respectfully submitted, Pat Van Zandt for the Task Force for Review of Stipends and Extra Compensation







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