

**RESOLUTION TO CLARIFY FACULTY HANDBOOK LANGUAGE ON  
OVERLOAD COMPENSATION FOR RESEARCH FACULTY MEMBERS  
TEACHING CREDIT CLASSES**

**WHEREAS**, Virginia Tech places a high value on the contributions to the instructional mission and student learning made by qualified members of the university community, and

**WHEREAS**, while the primary responsibility of research faculty is to conduct research and advance the university's research mission, there are circumstances in which the university and its instructional program benefit from the occasional participation of research faculty members with appropriate expertise, and

**WHEREAS**, section 6.16 of the faculty handbook does not currently provide for additional compensation for research faculty members who teach a class in excess of their normal research assignment, and

**WHEREAS**, Virginia Tech has successfully piloted a process for compensating research faculty for teaching classes over and above their usual job responsibilities, now

**THEREFORE, BE IT RESOLVED**, that section 6.16 of the faculty handbook be modified to insert the third full paragraph below (new language indicated in red):

**6.16 Instructional Responsibilities for Research Faculty Members**

The primary responsibility of a research faculty appointment is to conduct research and contribute to the university's research mission through the acquisition of and successful implementation of sponsored grants and contracts. Federal guidelines require truthful and auditable documentation of the faculty member's efforts on a semester basis. If the faculty member's salary is paid for by sponsored grants and contracts then there is a concomitant expectation that the faculty member's time is allocated to those projects.

While keeping the primacy of the research role in mind, there are circumstances in which the university and its instructional programs benefit from the occasional participation of research faculty members who have the appropriate credentials, expertise, and interest. The usual limitation on teaching by research faculty members is one (three-credit) course per academic year, or no more than two courses in a two-year period. The principal investigator/supervisor, department head/chair, and dean must approve exceptions. The academic department provides instructional funding for the teaching appointment and research duties are adjusted accordingly. A three-credit course equates to .25 FTE during an academic semester; this is the usual basis for salary charges to the instructional budget.

**Research faculty members may receive additional compensation to teach a class that is in excess of their normal research assignment. To qualify for additional compensation,**

the research faculty member may not be 100% supported from sponsored funds, must be the instructor of record, and must usually be assigned to teach for the entire semester. For courses with block teaching, the research faculty member must have a formal teaching assignment for a specified portion of the course. The academic department responsible for the course must fund the payment from non-sponsored funds and initiate the payment as a temporary pay action. The payment must be approved jointly by the academic and home departments and colleges and by OVPRI.

**RECOMMENDATION:**

That the above resolution be approved.

June 4, 2018