*8,'(/,1(6))520 7+(3529267¶6 % OFFT CF (revised 0-1-20)

SCHEDULE OF PAYMENTS FOR INSTRUCTION

\$GMXQFWV, 2110RDG IRU 5HJXODU IDFXOW\ &OLQLFDO 9LVLWLQJ /HFV6HUYLFH

X SHU FUHGLW KRXU IRU IDOO DQG RU VSULQJ WHUP

\$GMXQFWV,, 2110RDG IRU 5HJXODU IDFXOW\ &OLQLFDO 9LVLWLQJ /HFV

X SHU FUHGLW KRXU IRU IDOO DQG RU VSULQJ WHUP

\$GMXQFWV,,, 2110RDG IRU 5HJXODU IDFXOW\ &OLQLFDO 9LVLWLQJ /HF

6HUYLFH

X SHU FUHGLW KRXU IRU IDOO DQG RU VSULQJ WHUP

0LQLPHVWHU DOO LQVWUXFWRUV

X

x Salary monies to pay for faculty whose ongoing base salaries are increased because of an

external

award and/or honor (e.g., USM (ONLQ¶V \$ Zard) will be funded ffor the fadulty salary pool.

COMPENSATION FUNDED BY THE PBO FOR ADMINISTRATIVE WORK

- x Department Chairperson serving a four year term: \$9,00 0 flat stipend per term (fall and spring terms), \$5,000 flat stipend per term (summer term), for a total of \$23,000. Department Chairpersons under this arrangement are eligible to receive a one-time \$3,000 transition stipend upon completion of four year term.
- x (Acting) Department Chairperson on a semester by semester basis and not an annual contract: \$5,000 flat stipend per term (fall or spring terms), \$3,000 flat

X:

x Faculty promoted to associate professor (from assistant professor) receive a \$6,000 increase to base salary beginnin]1f vtJthase11 (esultyrn]1f v4 >(aca/\$6,3333i85re88eSbegiß5i4gfh6b\$6, -8. pe0P.3.1ltyrn]1-1ltAR7 ensuing fiscal year (as per the ART policy)

x Full-time Lecturers who serve six consecutive years as a full-time lecturer receive secondary payments equal to 7.25% of their annual salary in lieu of an employer contribution to or service credit for a State-sponsored retirement or pension plan.

(see USM Policy II 1.05 www.usmd.edu/regents/bylaws/SectionII/II105.html)

During minimester and summer terms:

- x Both full-time and part-time instructional faculty may receive tuition-only payments for all undergraduate and for graduate tuition-only instruction.
- x Both full-time and part-time instructional faculty may receive payments for supervising undergraduates participating in internships for credit.

<u>SELF-SUPPORT AND GRANT INDIRECTS (IDC) DISTRIBUTIONS</u>

- x For research grants generating IDC:
 5% to PI, 10% to department, 15% to college, 20% to Academic Affairs, 25% to OSPR, 25% to A & F
- x For 7 / 1 ³ S U R I L W V ′ (after contribution to A & F, and all program expenses paid): 72.5% to college, 27.5% to academic affairs [this arrangement is being re-examined and may change beginning FY 2018-2019]

FACULTY START-UP FUNDING

x Start-up funding for tenured/tenure-track faculty must be approved by the chair, dean, and provost. The total cost of faculty start-up funding is shared by the department (35.0%), the FROOHJH DQWKH SURYRVW¶V RIILFH

RELOCATION REIMBURSEMENT STIPENDS

A candidate hired into a tenured/tenure-track faculty position will receive a relocation reimbursement stipend based on the distance of the move. Please note this stipend is taxable.

x Move of up to 100 miles: \$1,000
 x Move of 101 to 1,000 miles: \$2,000
 x Move of 1,001 - 2,000 miles: \$4,000
 x Move of 2,001 + miles: \$6,000

FACULTY SEARCH EXPENSES

- X PBO will provide up to \$3,500 for each faculty search for a *tenured/tenure-track* or *permanent librarian* faculty position. \$ 3 I D L **Ø H ID** UFFRCQ V W **D** WHXIDWHRVII D F X O W \ position, so **funding** a new search following a failed search within the same fiscal year will <u>no</u>t be provided by the PBO without approval from the provost.
- x Funds may be used for overnight lodging, meals, transportation, and advertisements of these positions only.
- x Overnight Lodging: Three (3) applicants for a tenured/tenure-track faculty position search maybe brought to campus unless approved by the Provost.
- x The PBO will only pay for one (1) visit per applicants for a tenured/tenure-track faculty position unless approved by the Provost.
- x The PBO will fund up to two (2) days of stay for each applicant for a tenured/tenure-track faculty position unless approved by the Provost.
- x <u>Meals</u>: Reimbursements are limited to the applicant for a tenured/tenure-track faculty and two(2) other faculty persons.
- X Reimbursement rates for off campus meals (as per state defined rates) are limited to: Breakfast \$14 per person; Lunch \$18 per person; Dinner \$35 per person.

 Please note that as of fall 2016, total charges exceeding the eligible per diem

 U H L P E X U V ID IP R XQ QWW VE HE KOD OJ JWH RB KUHH V S R Q G H IS OD HJ W RQHRQQAMS (Inviel/operating budget.
- x <u>Transportation</u>: Expenses for mileage to and from a/the airport, train station, etc. for each applicant for a tenured/tenure-track faculty position are reimbursable from the PBO.
- x <u>Advertisements</u>: The PBO will pay for and/or reimburse a department up to a combined maximum of \$500 per search for a tenured/tenure-track faculty position for position advertising expenses.
- x However, the PBO covers costs of advertisements in the Chronicle of Higher Education, Inside Higher Education, and HERC for advertisements of tenured/tenure-track faculty positions.