

RULE 133%



Resource Allocation Committee

Report

Presented during Faculty Senate Meeting

November 4, 2010

Teaching and Research Faculty handbook

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3.1 OTHER RADFORD UNIVERSITY EMPLOYMENT

“The maximum earnings for full-time faculty from all Radford University employment, including other Radford University assignments, grants, overloads, and Radford University summer employment, shall not exceed 133% of the faculty member’s base academic year salary. “

History



- ❧ The Consolidated Salary Authorization for Faculty Positions in Institutions of Higher Education, 2001-2002
- ❧ Signed by Virginia Secretary of Education, Wilbert Bryant, on September 7, 2001
- ❧ Governor James S. Gilmore, III (Jan. 1998-Jan. 2002).

continued



☞ The Consolidated Salary Authorization states that:

“ Unless authorized by the Secretary of Education, the average (mean) of salaries paid from public funds (excluding Eminent Scholar Payment) for teaching and research positions in any institution, shall be to the extent possible equal to the authorized salary.”

Salary Authorization-Summer Employment for Teaching and Research Positions



❧ The 133% salary is derived from the a specific formula on page 7 of the CSA.

“faculty who are paid for summer employment should receive a salary which is proportionately equal to their academic year rate. Total pay for summer employment. Shall not exceed a percent of the full-time academic year salary of the individual staff member.”

133% Formula



- ✧ The percent by which a faculty salary cannot be exceeded shall be determined by the following formula:

$$(52-N)/N$$

Where N equals the number of weeks in a faculty member's academic year contract

- ✧ Our contracts are from Mid-August to Mid-May, that is exactly 39 weeks (T&R Handbook).

So, N=39



Prorated salary can't exceed

$(52-39)/39=33.34\%$ of one's salary

Thus,

The 133% salary cap rule

Rational: anything over 133% is considered a raise or salary increase that is not authorized by the VA Department of Education.

Resource Allocation Committee (RSA)

- ☞ On Thursday, October 28, 2010: Dr. Kay Jordan and Chair of RSA met with Dr. Joe Scartelli and Mr. Richard Alvarez about the 133% rule.
- ☞ According to Mr. Alvarez, the CSA has not been rescinded and therefore still applies to our salaries.
- ☞ The 133% rule is still in place.

Suggestions



- ❧ Faculty are advised that they plan ahead if they anticipate their university grants or summer teaching might exceed the 133% rule.
- ❧ Requesting that the grant money be used for procurement and not as a stipend can help a faculty not reach the 133% salary limit.