

Memorandum of Agreement
Compensation for Sponsored Research, Activities, & Services

Preamble: The University and the Union acknowledge a mutual interest in supporting employees who seek external funding to conduct research, create educational or creative work, enhance teaching, or engage in any other work that is in the best interests of the University and may advance the mission of the University. To accomplish this, the University has developed the Guidelines for Compensation for Sponsored Research, Activities, and Services (SRAS) which are hereby adopted as part of an employee's job duties.

I. Definitions

- A. **Sponsored Research, Activities, and Services:** If the research/activity/service is sponsored (funded) by an external organization, such as a federal, state, or private organization, agency, or institution, the University, as a concept or individual, retains all responsibilities.

II. Guidelines

- A. In the event that the College/University receives funding for research, activities, or services from sources other than those specifically provided for the College/University in any STATE appropriations act, or in the event that the College/University accepts acceptance of a grant initiated by an individual, the University shall determine if the grant is allowable and may, but is not required to, accept the amount of funding provided to the College/University from funding sources for which the maximum rate of compensation is established in funding guidelines.
- B. Grants that are federally funded have their own set of federal guidelines and limit on compensation. The University shall follow the Office of Sponsored Programs (OSP) and ORP's guidelines for determining appropriate compensation guidelines.
- C. Where compensation is received by an employee for activities under separate programs or services which are funded from sources other than those specifically provided for the State College/University in any appropriations act, such compensation shall be at the market rate for the position of the employee.
- D. The College/University shall assign alternate activities without adding an employee whose funder agrees to a market rate for the position. The maximum TCH for an employee salary for their full-time workload. Much faculty recipients may not teach more than eight (8) TCH in overload per academic year. Faculty members who have agreed to sponsor market rate funding as a course release or overload should not exceed their full-time workload. It shall not exceed eight (8) TCH for a full-time employee. In the case where a faculty member must teach courses in excess of eight (8) TCH,

example, but not limited to, 3, 5, or 6 credit hours courses, including but not limited to, out with not exceed 10 TCH for the academic year. If the total TCH for a faculty member is less than 10 TCH, the University will provide the remaining TCH required to complete the sponsored funding, faculty will determine in consultation with the Dean the equivalent TCH required to complete the sponsored funding, and the remaining grant funded salary will be paid to the faculty member. If these limits may be agreed upon by the Administration and the Union.

- III. Employees are still obligated to accept and participate in any sponsored research mechanisms for evaluation.
- IV. Nothing here shall be construed to prevent any faculty member from accepting or rejecting any sponsored program or service of any organization.

TERM OF AGREEMENT

This Agreement shall be in full force and effect from the date of its execution. It shall be renewed automatically unless either party gives to the other party written notice of its desire to terminate or amend the Agreement. Said notice shall be given the other party in writing to the other party no later than 30 days prior to June 30 of any year for which this agreement is automatically renewed.

IN WITNESS THEREOF, the University and the Stockton F.F.T. have caused this Memorandum of Agreement to be executed on the date first above written.

For: Stockton University

For: The Stockton Federation of Teachers



Harvey K. Solomon, President

E. DiGirola, President