

**NEW MEXICO INSTITUTE OF MINING AND TECHNOLOGY
POLICY ON ADDITIONAL FACULTY COMPENSATION FOR SPONSORED
PROJECTS**

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GUIDELINES

I. DEFINITIONS

The restrictions in this policy apply only to periods for which the employee is compensated by NMIMT.

With respect to the Policy on Additional Faculty Compensation, the following words shall have the following meanings:

A. "Additional compensation," is defined as any compensation paid to faculty by the University in excess of the full-time salary. Additional compensation shall be paid for extramurally-funded research.

B. "Private Outside consulting," or other outside remunerated services of a professional nature are the subject of the Employee Policy on Faculty Consulting and are not subject to this Policy.

C. A "Faculty Member," is a full-time employee of the University whose principal title is Instructor, Assistant Professor, Associate Professor, or Professor, or any other University employee whose salary is funded with state resources (ie. NM Bureau of Geology and Mineral Resources staff members).

D. "Faculty Work Load and Assignment Work Load and Full-time Equivalent," A full-time work load (one full-time equivalency or FTE) for a NMIMT faculty member is 14 hours of undergraduate teaching per semester combined with the other duties required by good academic citizenship (i.e., appropriate mix of teaching (14 hours), service (12 hours) and scholarly activity (14 hours) consistent with the requirements to obtain tenure).

Negotiations between the chairperson and the faculty member can result in replacing part of the teaching component of one FTE by time assigned to research or other activities which contribute to the mission of the University; depending on the nature of the assignment, approval of the Vice President for Academic Affairs is required.

E. "Internal Additional Compensation" is any compensation paid through the University to any faculty member in addition to his or her base pay.

F. "External Additional Compensation" is any salary or wages paid by external sponsors.

II. CONDITIONS AND REQUIREMENTS

Faculty members of the New Mexico Institute of Mining and Technology, on full-time appointments, shall receive additional compensation under the following circumstances and conditions:

- A. Any activities undertaken for additional compensation shall not interfere with a faculty member's satisfactory disposition of his or her regular assignments and responsibilities (i.e. achieving or maintaining tenure).
- B. Faculty may engage in as much extra activity for additional compensation as is consistent with maintaining a satisfactory disposition of their full-time obligations to the University, as defined and monitored by the department chair and the Academic Vice President. It is the responsibility of the department chair and the Academic Vice President to ensure that faculty are meeting their full-time obligations to the institution in a satisfactory way.
- C. If federal funds are used, internal or external additional compensation for effort may be paid to faculty and staff members by the University only if: (1) the consultation is across departmental lines and requires special expertise, or involves a separate or remote operation; (2) the activities involved are in addition to the regular negotiated work load of the faculty member (3) and such arrangements are specifically provided for in the agreement and/or approved in writing by the sponsoring agency. (Refer to OMB A-21, section J.10.d).
- D. External supplemental compensation is governed by federal regulations contained in OMB A-21, **which do not allow for a faculty member's institutional base salary to be increased as a result of obtaining sponsored project funding.** (Refer to OMB A-21, section J.10.d) These federal rules and regulations also restrict the payment of overload, bonus or other payments outside the faculty member's base salary.

However, these rules are not applicable to summer salary for nine (9) month faculty. See OMB Circular A-21.J.10d(2)(a). Consequently, summer salary for 9 month faculty may be charged at 3/9 to federal funding sources. Non-federal funding sources may be charged at 120% of 3/9.

E. The terms and conditions of any sponsored agreement between the University and external organization will prevail in the event of any conflict between that agreement and the provisions in this policy.

F. No faculty member may accept additional duties or additional compensation that would bring him or her into conflict with the University's conflict of interest policy.

The written approval of the department chair, R&ED Vice President and the Academic Vice President are required before a faculty member may engage in any activity for additional compensation. The Academic Vice President shall review the faculty member's commitments to ensure that the faculty member is satisfactorily performing his

or her full-time obligations. If the Academic Vice President determines that the faculty member is not satisfactorily performing his or her obligations, the faculty member must reduce his or her additional commitments accordingly.

The administration shall establish rules and procedures to implement this policy, including provisions for appeal and resolution of conflicts. Campus rules and procedures must receive the approval of the President. The President shall periodically review this policy and the scope, nature, and levels of faculty compensation on each.