

ACADEMIC AFFAIRS
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MEMORANDUM

TO: College Deans
Chairs and Directors

FROM: Bret Danilowicz, Provost and Vice President
Academic Affairs

A handwritten signature in cursive script that reads "Bret Danilowicz". The signature is written over a set of horizontal lines, likely a signature strip or a document line.

DATE May 8, 2020

SUBJECT: Faculty Overload Assignments and Additional Compensation

For faculty, the regular assigned duties and responsibilities normally involve instruction, research and service. The expectations and relative proportions of each activity are defined in the faculty member's annual assignment in accordance with the [Provost's Memorandum on Faculty Assignment Guidelines](#) and in conformity with all applicable state and federal laws, University policies and regulations, and any applicable collective bargaining agreement.

The University recognizes, however, that individual faculty and staff may be interested in undertaking additional work assignments that are *distinctly* beyond their regular responsibilities for a given assignment period, provided the additional assignment does not interfere or conflict with their primary responsibilities. Article 8.4(d) of the Collective Bargaining Agreement (CBA) defines additional compensation as, "compensation for any duties in excess of a full appointment (1.0 FTE)." The [FAU Faculty Handbook](#)

established FTE for the position shall be compensated through the payment of salary, not temporary employment, unless stated otherwise in the Agreement; and (B) Duties and responsibilities assigned by the University to an employee which are in addition to the available established FTE for the position shall be compensated through temporary employment, not salary." CBA Article 8.4(d) also states that "All additional compensation shall be paid through OPS."

For more information on faculty overloads, please refer to [University Policy 7.2 on Faculty Overloads](#), the [Collective Bargaining Agreement, Articles 8.4\(d\) and 23.8](#), and the [FAU Faculty Handbook section on Additional Compensation](#).

For information on faculty incentives for externally funded productivity and scholarly activities, please refer to the Division of Research Policy [10.1.4 Sponsored Research Incentive Policy](#).

Cc: Michele Hawkins, Vice Provost, Academic Affairs
Christa Eitel, Assistant Vice President, Finance and Administration
Chris Biggs, Associate Director, Academic Affairs Budget Office