

COR Resolution 2005-06A
Research Extended Appointments
Revision of Policy 6200

Approved by the Commission on Research:	September 14, 2005
Endorsed by the Commission on Faculty Affairs:	September 16, 2005
First Reading, University Council:	October 10, 2005
Approved by University Council:	October 24, 2005
Approved by the President:	October 24, 2005
Approved by the Board of Visitors:	November 7, 2005
Effective Date:	Upon Approval

WHEREAS, the College of Engineering Faculty Organization surveyed a number of research universities in order to compare retirement benefits as one aspect of a competitive compensation package and found that, while the level of retirement contribution was comparable, the treatment of summer salary was not; and

WHEREAS, summer salary is not eligible for retirement contributions in Virginia unless such duties are considered part of a on-going *base* appointment, which may be of varying lengths (such as 10, 11 or 12 months); and

WHEREAS, Virginia Tech adopted policy 6200 in 1996 to allow faculty members who typically have three months of summer earnings from sponsored grants or contracts to incorporate the summer responsibilities into their base appointment through a "CY (calendar-year) Research Conversion," with the additional salary and retirement benefits paid by the sponsored grant or contract; and

WHEREAS, about 60 faculty members with three months of summer research funding are on CY Research Conversions, but the policy does not currently provide a similar opportunity for faculty with only one or two months of summer funding from grants; and

WHEREAS, the proposed revision of policy 6200 creates more opportunity for faculty members with sponsored grants/contracts including summer earnings to receive retirement benefits by:

- Creating 10, 11, or 12 month appointments, with retirement earnings on the additional months beyond the base academic-year (9-month) appointment; and
- Requiring the additional salary and benefits for research extended appointments to be funded from sponsored grants or contracts (not overhead or state dollars) so no additional burden is placed on the state-funded salary or fringe budget.

WHEREAS, the proposed revisions, if approved by the Board of Visitors in November, will allow faculty members to take advantage of research extended appointments for summer 2006 if sufficient fringe benefits are available in their sponsored grants or contracts.

THEREFORE be it resolved, that the attached revision to policy 6200, now titled Policy on Research Extended Appointments, be approved.