

Bowdoin College

current compensation policy and will result in _____ whose chairs do not currently receive a course release for this service being granted one.

Chairs/directors of the largest departments/programs (permanent headcount of 10 or above) will receive a *two* _____, one normally to be taken in the first two years, the second in the second two years. This category currently includes all six departments/programs whose chairs, under the old policy, received a single course release and an additional six whose chairs did not previously receive any course releases.

For additional details, please see the below FAQ.

Chart 1 below outlines the policy going into effect July 1, which will apply fully to those who begin a new term of service as chair/director in the 2022-23 academic year.

Chart 2 outlines how the policy will apply to chairs/directors who will be in their second or subsequent years of service during the 2022-23 academic year.

Chart 3 outlines the staffing headcounts used to determine groupings: departments/programs are those with >10 ongoing staffing headcount and whose chairs/directors will be eligible for two courses will bli/5824 (s)-Group A

(either faculty or staff) of a department or program. See Chart 1 for department/program headcount information.

The new policy becomes effective July 1, 2022, for all incoming chairs/directors. For those who are already serving chair/director terms, there will be a phased implementation. Please see additional information in Chart 2 below. No elements of this policy are retroactive.

Yes. While the level of sabbatical leave support per year of continuous chair service will remain the same, with a four-year term providing a fully paid second semester of sabbatical leave, chairs/directors who serve a full term will now also be awarded a \$6,000 chair/director enrichment grant at the completion of their service. Please see Chart 1.

Yes. Chairs/directors who select the stipend option will receive \$8,000 per year rather than the incremental amounts of \$4,000, \$5,000, and \$6,000 over three or more years. In addition, chairs/directors who serve a full four-year term will now also be awarded a \$6,000 chair/director enrichment grant at the completion of their service. Please see Chart 1.

It does not affect eligibility but may impact the amount of an FDC grant. If a faculty member serves as chair/director for 1 or 2 years and selects the stipend option, they may still apply to the FDC for a leave supplement for their next sabbatical and any such grant, if awarded, would be at the standard 37.5% of annual salary (= 75% of one semester's salary). If a faculty member serves as chair for 3 or 4 years and selects the stipend option, they may still apply to the FDC for a leave supplement for their next sabbatical but any such grant, if awarded, would be capped at a maximum of 25% of annual salary (= 50% of one semester's salary). This adjustment to FDC funding levels is intended to create a degree of compensation equity between the two options.

Please note that selecting the leave supplement option for chair compensation provides guaranteed levels of funding for a year-long sabbatical. All new chairs/directors are encouraged to meet with Saari Greylock to discuss their options.

Once this policy is implemented, chairs or directors who serve fewer than the full four years will receive the appropriately scaled leave supplement or the enhanced stipend for their term of service but will receive fewer or no course releases depending on the size of the department or program and will not be eligible for the chair/director enrichment grant. As is current policy, non-contiguous years of service will not be counted as a full term of service. For additional details, see Chart 1.

Chair compensation practices among our peer schools vary widely. A number provide options for choosing between either course releases or sabbatical leave supplements. The changes we outline here offer both time *and* money to those chairs/directors who serve full terms, and we

serve full 4-year terms:

For chairs/directors who

Choice of:



