

## **College of Arts and Humanities Policy on Faculty Salary for Prestigious Fellowships and External Grants**

In the interest of encouraging ARHU faculty to seek major external fellowships funding to support their scholarship and creative activity, the College expects its academic units to work with any faculty member who wins a nationally-competitive external fellowship or award to maintain the faculty member's salary at 100%. A faculty member who earns \$80,000 should not be required to assume a cut in income in order to take an American Council of Learned Societies fellowship, which pays between \$35,000 or \$70,000.

An academic unit will be expected to continue to fund up to 65% of a faculty member's semester or academic-year salary to top off a fellowship stipend that falls short of the full amount of his/her semester or academic-year salary. For this funding policy to be enacted, the fellowship or grant must be an open and national competition that includes peer review.

A faculty member will not be permitted to earn more than 100% of his/her semester or academic-year salary in any combination of wages and other dollars including fellowship or other external grant dollars. However, if the fellowship covers a 10-to-12 month period, a portion of the fellowship proportional to the time on fellowship beyond the academic-year contract can be treated as summer pay in an amount not to exceed the standard stipend for that year's ISRCA summer funding from the VPR.

The College will work with the faculty member, the home unit, and the awarding agency to protect State employee benefit eligibility. Certain limitations shall apply that are at the discretion of the awarding agency as well as State payroll regulations.

This policy has been written based upon past experience with major competitive fellowships offered by the American Council of Learned Societies, the Fulbright Program, the Guggenheim Foundation, the National Endowment for the Humanities, the National Science Foundation, and the Social Science Research Council. Fellowships from other agencies, external grants, and awards of similar stature may also be covered by this policy, subject to review by the Dean of the College.