

Memorandum of Agreement
Compensation for Sponsored Research, Activities, & Services

Preamble: The University and the Union acknowledge a mutual interest and commitment in supporting employees who seek external funding to conduct research, create scholarly and/or creative works, enhance teaching, or engage in any other work/activity that fits within their job description and may advance the mission of the university. Recognizing the authority of the Office of Research and Sponsored Programs (ORSP) and its mission, the parties agree to the following guidelines for compensation for externally funded activities that utilize university resources and take place as part of an employee's job duties at the university:

I. Definitions

- A. **Sponsored Research, Activities, and Services:** If the research/activity/service is sponsored (funded) by an external organization, i.e., a federal, state, or private organization or agency, through the University as a component of employment-related responsibilities.

II. Guidelines

- A. In the event that a College/University offers academic programs or services which are funded from sources other than those specifically provided for the College/University in any STATE appropriations act, or in the event that the College/University approves acceptance of a grant initiated by an employee, additional compensation for this work is allowable and may not exceed the amount of moneys provided to the College/University from funding sources for salaries or the amount or rate of compensation established in funding guidelines.
- B. Grants that are federally funded have their own set of federal guidelines and limitations on compensation. The employee shall notify the Office of Research and Sponsored Programs (ORSP) and ORSP will assist them in determining the appropriate funding guidelines.
- C. Where compensation is received by an employee for employment under academic programs or services which are funded from sources other than those specifically provided for the State College/University in any STATE annual appropriations act, such compensation shall be at the market rate for the research or activity.
- D. The College/University shall assign alternate assignments within load to an employee whose funder agrees to a market rate that equals or exceeds their University annual salary for their full-time workload. Such faculty recipients may not teach more than eight (8) TCH in overload per academic year. A faculty member whose funder agrees to sponsor market rate funding as a course release or overload that is any less than their full-time workload shall not exceed twenty (20) TCH total in any given semester. In the case where a faculty member must teach courses other than 4 TCH (for

example, but not limited to, 3, 5, or 6 credit courses), the total overload for a full buy-out will not exceed 10 TCH for the academic year and the total overload for anything less than a full buy-out will not exceed 22 TCH per semester. Prior to submitting an application for sponsored funding, faculty will decide in consultation with their Dean the equivalent TCH required to complete the sponsored-work, and the remaining grant funded salary will be paid above and beyond the faculty's regular salary. Exceptions to these limits may be granted upon consultation between the Administration and the Union.

- III. Employees are still obligated to carry out their primary contractual duties in addition to any sponsored research/activity/service and will continue to be subject to existing mechanisms for evaluation.
- IV. Nothing herein shall be construed to limit the discretion of the College/ University to accept or reject any sponsored program or service or any grant.

TERM OF AGREEMENT

This Agreement shall remain in full force and effect from this date until June 30, 2026. The Agreement shall automatically be renewed from year to year thereafter, unless either party shall give to the other party written notice of its desire to terminate, modify or amend this Agreement. Said notice shall be given the other party in writing no later than 30 days prior to June 30, 2026, or 30 days prior to June 30 of any succeeding year for which this agreement is automatically renewed.

IN WITNESS THEREOF, the University and the Stockton Federation of Teachers have caused this Memorandum of Agreement to be executed on 11-16-2022.

For: Stockton University

For: The Stockton Federation of Teachers



Harvey Kesselman, President



Emari DiGiorgio, President