

## Barnard College Policy on Workload Compensation for Departmental and Programmatic Leadership

*Effective July 1, 2017*

The Barnard College Policy on Workload Compensation for Departmental and Programmatic Leadership is based on an analysis of many factors that contribute to the complexity of a unit's existence, including the number of full-time faculty, the number of adjuncts, and the student load (number of majors and enrollments).

It is the intention that the distribution of course releases and stipends offered will be reevaluated and updated with current data every three years, at which time the committee may choose to consider additional or alternate measures of chair effort.

The categories of compensation are listed below. You should use this document as a guide as you plan your teaching and budget for next year. Chair compensation units are currently designated in units of both time (course releases), stipends (taxable stipend paid to the chair or designee), or research accounts.

- **Group 1** - 2 Course Releases and \$3,750 (no adjunct replacements) **OR** 1 Course Release and \$11,250 (no adjunct replacements) **OR** \$18,750 in salary **OR** \$18,750 Research Account
- **Group 2** - 2 Course Releases (no adjunct replacements) **OR** 1 Course Release and \$7,500 (no adjunct replacements) **OR** \$15,000 in salary **OR** \$15,000 Research Account
- **Group 3** - Course Release (no adjunct replacements) **OR** \$7,500 in salary **OR** \$7,500 Research Account

**Except in unusual circumstances, and with approval of the Provost, stipends and course releases must be taken in the academic year in which they are issued.**

### Group 1

- Dance
- Economics
- English
- Psychology

### Group 2

- Anthropology
- Architecture
- Art History
- Biological Sciences
- Chemistry
- English (FYW)
- Environmental Science
- First-Year Seminar
- French
- History
- Political Science
- Sociology
- Spanish & LA Cultures
- Theatre
- Urban Studies

### Group 3

- Africana Studies
- American Studies
- Asian/Mideast Cultures
- Classics
- Comparative Literature
- Education
- Film Studies
- German
- Human Rights
- Italian
- Mathematics
- Music
- Neuroscience & Behavior
- Philosophy
- Physics & Astronomy
- Religion
- Slavic
- WGSS

*Approved and ratified by Barnard Chairs as of 04/26/2017*