



# Teaching or Research Being Subsidized by the Other

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VirginiaTech  
*Invent the Future*

## Background – Virginia Tech College of Agriculture and Life Sciences (CALS)

- University teaching, research, and outreach are funded through 208 funds
- CALS receives funding from two state agencies:
  - 208 funds (teaching) and
  - 229 funds (extension and experiment station)
- Funding for facility renovations or improvements and equipment
  - Integrated across all three mission areas
  - Formal annual process to request upgrades

## Teaching or Research Being Subsidized by the Other

- Do you have a college policy for faculty/staff workload?
  - Managed at the college or department level?
- Do you have formal definitions of appointment for promotion and tenure?
- Do you have flexible 9-month (academic) appointments?
- How do you align graduate student funding source with assigned responsibilities?
- Do you have faculty incentive programs?

## Teaching or Research Being Subsidized by the Other: Workload

- In 2004, the college department heads drafted workload definitions for specific appointments
- The college defined an instructor workload
- An extension ad hoc committee has been formed to define a split appointment with extension
  - This was done to satisfy a legislative request through the VA Secretary of Education
- With recommendations from department heads, the appointments of all faculty and staff were reviewed and changed as needed.

# Teaching or Research Being Subsidized by the Other:

➤ **Workload**

## Teaching or Research Being Subsidized by the Other: Promotion and Tenure

- The faculty appointment is defined on the university promotion and tenure coversheet
- At the time of initial appointment, a minimum of a 30% appointment is given for the minority appointment area
- Plan is to annually align faculty responsibilities with appointments

# Teaching or Research Being Subsidized by the Other:

➤ **Promotion and Tenure**

## Teaching or Research Being Subsidized by the Other: Flexible Appointments

- Most new faculty appointments are 9-month, including off campus faculty and extension faculty
- Conversion of 12-month to 9-month appointments
  - Incentives were provided
- Do not have a formalized mechanism for faculty to “buy out” time from one mission area



# Teaching or Research Being Subsidized by the Other:

- **Flexible appointments**

## Teaching or Research Being Subsidized by the Other: Graduate Students

- At the college level there are graduate teaching assistantships (GTA) and graduate research assistantships (GRA)
  - GTAs are distributed to departments based on a formula devised by the department heads
  - GRAs are primarily used to support the development of new faculty members programs
  - The college contributes GRA to university funded interdisciplinary graduate program

# Teaching or Research Being Subsidized by the Other:

- **Graduate Students**

## Teaching or Research Being Subsidized by the Other: Incentive Programs

- Extended research appointments
  - Extend the 9-month appt. to 10, 11, or 12 months
  - 1-2 years at a time
  - Could add up to 33% to their salary
- Faculty research incentive program
  - Annual one-time research incentive
  - Qualifies after 10% salary recovered
  - Up to 50% of salary recovery over 10%

# Teaching or Research Being Subsidized by the Other:

- **Faculty Incentive Programs**

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Thank you!