

FWDC 13: Supplemental Pay and External Activities for Pay for Faculty Members on Leave with Pay

Effective date: Fall 2018

Summary: This document clarifies what faculty members are able to earn beyond their regular salary while on a leave of absence.

Rationale: Currently, there is nothing in the faculty handbook which restricts the ability of faculty members on leave with pay (either Family and Medical Leave or Professional Development Leave) to earn income from other sources while continuing to receive compensation from UNC Asheville. FWDC and Academic Affairs believe that faculty members relieved from teaching responsibilities should be allowed to earn supplemental pay through UNC Asheville payroll, just like other members of the faculty, from either internal or external sources, but should not be able to either serve as department chair/program director or, without express permission from the Provost, earn income from external agencies (i.e., another employer). Exceptions are possible, such as Fulbright Fellowships or other similar opportunities, but only with permission of the Provost.

Revise 4.2.1 as indicated:

4.2 Faculty Leaves of Absence

Approval for either a special assignment or a leave of absence requires approval of the faculty member's Department Chair/Program Director, the VCAA, the Chancellor, and the UNC Asheville Board of Trustees. See Section III of [UNCA Tenure Policies and Regulations](#), located in [Section 14.2](#).

4.2.1 With Pay

UNC does not have a formal system of state funded sabbaticals. UNC does allow faculty to serve with pay on certain special assignments. Family/medical leave and leaves of absence paid by non-state funds also are permissible.

Faculty members on leave with pay may earn supplemental pay from internal or external funds (e.g., stipends, grants) consistent with 2.9.4 with the exception that they may not hold administrative assignments while on leave, such as Department Chair or Program Director.

Faculty members on leave with pay may also receive limited income from external sources after completing the External Activities for Pay form (like all faculty members), but only with the Provost's approval. For a faculty member on leave with pay, such external pay is allowable only if it is consistent with the faculty member's work while not on leave and only for episodic, time-limited work such as consultancy or external review. Ordinarily, other than funded opportunities such as faculty exchanges or Fulbright awards, faculty members on leave with pay may not be employed full-time by any other agency.