



**Division for Equity and Inclusion Special Administrative Component Policy effective AY2014-2015**

In accordance with the Faculty Handbook Policy C.180, "Special Administrative Components", the Division of Equity and Inclusion proposes the following guidelines for assessing additional compensation for faculty serving in various administrative roles. The role assigned will be determined based on the scope and/or the complexity of the work assigned, duration of assignment, years of experience and other pertinent factors. The amount determined will be based on the role assigned.

1. Assignment of Special Advisor to the Vice President for Equity and Inclusion; responsibilities include working on special projects and/or academic endeavors specified by the Vice President for Equity and Inclusion, and other duties as assigned by the Vice President for Equity and Inclusion.
  - a. Amount for serving in this role will be determined according to appointment percent as follows:
    - i. \$7,500-10,000 range for the SAC
  - b. Amount awarded could be used as a SAC, course release, or a combination of both.
  
2. Assignment of Diversity Leadership Academy Fellow; responsibilities will be defined by the VP for Equity and Inclusion each semester
  - a. Amount for serving in this role will be determined as follows:
    - i. \$15,000 per semester
  - b. Amount awarded could be used as a SAC, course release, or a combination of both.

Faculty with prior SAC agreements to this policy will be honored until the end date of the assignment. At that time if renewed, a new agreement will be established based on this policy.

This information as well as the terms of service and criteria for renewal will be clearly specified in the offer letter prior to the beginning of the assignment. Once the administrative role has expired the SAC will be terminated immediately.

This compensation schedule will remain in effect until further notice.

Approved by: Josephine De Leon Date: 9/25/14  
 Josephine De Leon, Vice President for the Division of Equity and Inclusion