

Bowdoin College DATED ARI EFFECT

ACT MEMBERS OF SERVICE AS DEPARTMENT CHAIRS OR RORAM DIRECTORS ARE ELIGIBLE FOR SPECIAL
COMPENSATION IN ADDITION TO THEIR REGULAR SALARIES IN RECOGNITION OF THE ADDITIONAL
THESE POSITIONS ENTAIL THE COMPENSATION AND FOR DEPARTMENT CHAIRS AND RORAM DIRECTORS AS
TO COMPONENTS TIME RELEASED FROM TEACHING BASED ON THE SIZE OF THE DEPARTMENT AND
ADDITIONAL FINANCIAL COMPENSATION

THE FINANCIAL COMPENSATION MAY BE TAKEN IN ONE OF TWO AS AS AN ANNUAL STIPEND PAID TO
THE REGULAR MEMBER DURING THEIR TERM OF SERVICE OR AS A LUMP SUM PAYMENT AT THE END OF
THEIR TERM SAID TO BE EXTENSION OF A ONE SEMESTER SAID TO BE YEARS EACH
PART IN THE AGREEMENT AS TO THE COMPENSATION OPTIONS AND AMOUNTS FOR THEIR TERMS OF
SERVICE

THIS COMPENSATION AGREEMENT IS TO ACKNOWLEDGE AND REAFFIRM THAT THE SALARIES AND
DIRECTORS ARE TO BE THE SAME IN RECOGNITION THAT CHAIRS AND DIRECTORS PROBABLY DIFFER
AMONG DEPARTMENTS AND RORAMS

THE NORMAL DUTIES AND PROBABLY REQUIRED OF A CHAIR/DIRECTOR MAY VARY FROM YEAR TO YEAR
DEPENDENT UPON SUCH FACTORS AS REORGANIZATIONS AND TENURE TRACK SEARCHES REAPPOINTMENT AND
TENURE REEVALUATIONS STUDIES AND OTHER REEVALUATIONS ETC. HOWEVER IN CERTAIN EXCEPTIONAL
CIRCUMSTANCES WHERE A CHAIR/DIRECTOR AS BEEN CALLED UPON TO PERFORM SIGNIFICANT SERVICE ABOVE
AND BEYOND THE NORMAL COURSE OF DUTIES FOR A DEPARTMENTAL CHAIR OR RORAM DIRECTOR THE DEAN
MAY AUTHORIZE SPECIAL RECOGNITION OR COMPENSATION COMMENSURATE WITH THE ADDITIONAL
OR

THE NORMAL TERM OF SERVICE IS FOR YEARS A TERM OF SERVICE CONSISTS OF *consecutive*
