

650-4 **Definition**

In determining compensation of University personnel under this section, technical assistance projects shall include publicly or privately financed cooperative projects (such as those under arrangements with the Agency for International Development and the Ford Foundation).

650-17 **Term of Appointment**

Provisions elsewhere in this Manual that limit certain appointments to self-terminating periods of one year unless the appointee is otherwise notified (e.g., Sections 230-17 regarding Visiting appointments, 235-17 regarding Acting appointments, 400-17 regarding Associate) do not apply to persons employed abroad on technical assistance projects.

650-18 **Salary Rate**

The salary rate should be determined as follows:

- a. For service overseas:
  - (1) The salary of an appointee already employed in the University who transfers to foreign service should be based upon his/her salary rate as an academic appointee immediately prior to the transfer including any administrative salary but excluding other University compensation for additional services or responsibilities. If, prior to assignment to the foreign service project, the appointee's salary has been on the academic-year scale, this previous salary should be adjusted to its equivalent on the fiscal-year scale when the duties abroad extend through the full year.
  - (2) For those previously employed by another institution who have been recruited by this University for a foreign service project, and who hold the prefix Visiting, the salary rate should be based upon consideration of the previous salary at the home institution as well as this University's salaries.

- (3) Where substantial administrative responsibilities are also involved, such as in appointment as director of a foreign service project, an administrative stipend may be added, with the prior approval of the Chancellor. Such stipend should not exceed that normally paid to regular University directors or other academic administrators for services of comparable magnitude, difficulty, and level of responsibility.
  - (4) A so-called "incentive payment" for accepting foreign service, or similar augmentation of income, may be made when and as provided in the terms of the project. Such "incentive payment" an addition to the salary does not increase the as basis for computing sabbatical or retirement income, and should be coded as overseas premium for payroll purposes.
  - (5) "Differential payments" that, in addition to "incentive payments," are paid for service at certain hardship posts, and quarters, post, educational, travel and other allowances in accordance with the Standardized United States Government Civilian Regulations (Foreign Service Areas) may be paid when and as permissible under I.C.A. or other contracts, or under the provisions of foundation grants. Such "differential payments" and such allowances do not increase the basis for computing sabbatical and retirement income, and should be coded as overseas premium for payroll purposes.
- b. For service in residence:
- (1) The rules set forth in a.(1), (2), and (3) above are also applicable in determining the salary of a University appointee remaining in residence while assigned to coordinate or otherwise serve projects such as those described above.
  - (2) Where substantial work and responsibilities are involved, additional financial compensation may be allowed with the prior approval of the Chancellor.

Such a stipend, which may take into account duties performed during the summer vacation as well as during the academic year, should not exceed that normally paid to regular University administrators for services of comparable magnitude, difficulty, and level of responsibility.

- (3) If service to a project should necessitate reduction in the teaching load normally carried by the person, his salary from the department should be reduced accordingly, and the amount of such reduction be made up from the project account.

**650-19 Salary Increases**

- a. University appointees assigned to foreign service under Section 650-18 a. above continue to enjoy eligibility for general and merit salary increases on the same basis as if they had remained in residence at the University (see Sections 610 and 615).
- b. University appointees previously employed by another institution who have been recruited by this University for a foreign service project are eligible for general salary increases if provided for in the contract and if the term of employment exceeds one year.

**650-22 Funds**

If service to a project should necessitate reduction in the teaching load normally carried by the person, his/her salary from the department should be reduced accordingly, and the amount of such reduction be made up from the project account.

**650-24 Authority**

Authority to determine salaries for appointees assigned to technical assistance projects is the same as for other academic appointees (see Section 600-24), except that each Chancellor has authority to approve payment of an additional stipend as described in Section 650-18 a.(3) and b.(2) above.