

# 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 OF SERVICE TO COVER EXTENSION OF A ONE                      SEMESTER OF SERVICE TO A FIVE YEAR PER  
IOD IN THE ACADEMIC YEAR OF THE COMPENSATION OPTIONS AND AMOUNTS FOR AN INDETERMINATE TERM OF  
SERVICE

THIS COMPENSATION AND SEE                      IS TO ACKNOWLEDGE AND REWARD THE ADDITIONAL SERVICE THAT DEPARTMENT CHAIRS AND  
DIRECTORS PERFORM IN THE COURSE OF THEIR RECOGNIZED DEPARTMENT CHAIRS AND DIRECTORIAL DUTIES WHICH DIFFER  
AMONG DEPARTMENTS AND RORAMS

THE NORMAL DUTIES AND LOADS REQUIRED OF A DEPARTMENT CHAIR OR RORAM 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 SPECIAL  
CIRCUMSTANCES WHERE A DEPARTMENT CHAIR OR RORAM DIRECTOR HAS BEEN CALLED UPON TO PERFORM SIGNIFICANT SERVICE AND  
AND BEYOND THE NORMAL COURSE OF DUTIES FOR A DEPARTMENT CHAIR OR RORAM DIRECTOR THE DEAN  
MAY AUTHORIZE SPECIAL RECOGNITION OR COMPENSATION COMMENSURATE WITH THE ADDITIONAL  
OR

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

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