Quarter off duty (QOD) compensation policy

The purpose of this memo is to remind you of the change in the quarter off duty (QOD) compensation policy that was recommended last year by the Nine Month Faculty Appointments task force and accepted by the Provost (report available at http://oaa.osu.edu/semester-conversion-faculty.html). The revised policy, effective this academic year, reduces the QOD compensation that can be charged to sponsored projects from 3/9th to 2.5/9th of academic year salary.

The rationale for the change is the government's expectation that, during any month that 100% salary is charged to a sponsored project, 100% effort will be committed to that project, and other activities such as course preparation, advising, administrative activities, professional service, proposal writing and vacations will not occur. Therefore, if three months salary is charged, none of these activities should occur at all during the off duty quarter.

We acknowledge that these expectations do not recognize the multi-faceted nature of your work as a faculty member. In particular, we recognize that, while sponsored projects activity may be more intensive during the off duty quarter, it is actually interspersed with other academic responsibilities throughout the entire year. In recognition of this distribution of activities, under certain circumstances, QOD compensation of up to the 3/9th of academic year salary may be provided from other sources.

Possible sources of the additional compensation are general funds retained from academic year time charged to sponsored projects (i.e. release time), endowment funds (if allowed by the purpose of the endowment), or other general or discretionary funds that may be available to the investigator.

This policy revision provides the opportunity to more accurately reflect your effort on sponsored research, teaching, and departmental activities throughout the year. We encourage you to begin that process now, if you have not already done so, by discussing options and expectations with your department chair.

Planning ahead will allow us to not require the daily log that we used in summer 2010. It will also lay the groundwork for the more complex situations that will arise with the move to semesters and the fact that in summer 2012 there will be only two months available for additional compensation (though all nine-month faculty members will receive an additional pay check in Sept 2012).

College and department staff can provide assistance with planning. Please contact Anne Moffat (moffat.1@osu.edu) with other questions you may have.

Thank you for your patience as we work through the implementation of this policy change.

cc: Department Chairs
    Deans
    College Research Officers
    Senior Fiscal Officers