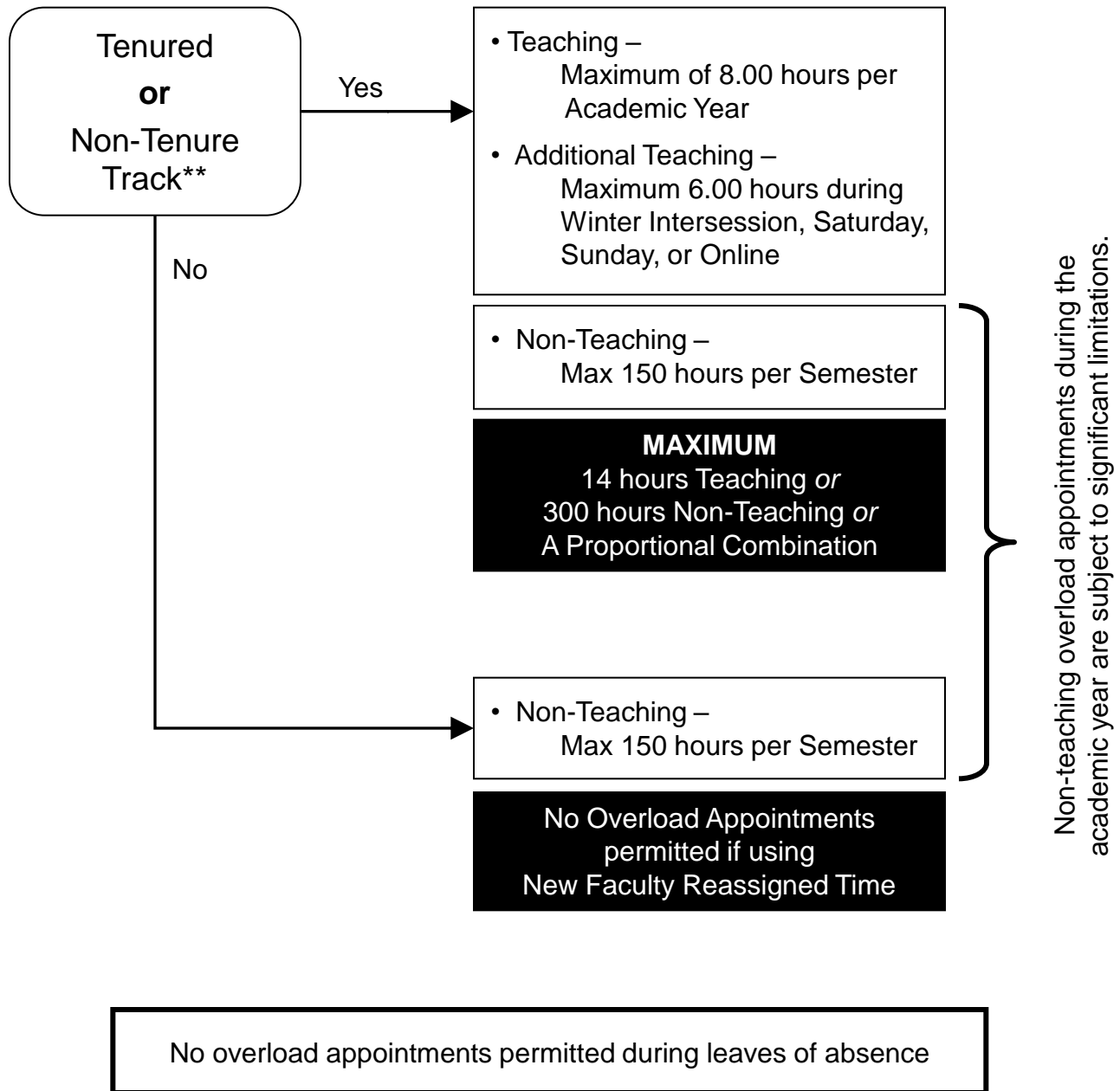


Multiple Position Policy for Brooklyn College Full-Time Faculty Eligibility for Additional Appointments

Overload Appointments Within CUNY Academic Year



*** Non-Tenure Track full-time faculty includes lecturers, instructors and visiting or substitute professorial titles.*

Multiple Positions Outside CUNY

Academic Year

- Faculty member must receive approval from Department Appointments Committee before employment or other external activities commence.
- Must not exceed more than an average of 1 day per week (7 hours), or its equivalent, during the academic year.
- No multiple positions permitted during a leave of absence (limited exception for Travia Leave)

Summer Multiple Positions (CUNY)

Annual Leave Period

- Faculty must report all compensated activities throughout the university, including teaching and non-teaching appointments, summer grant salary, and any other CUNY summer employment.
- Compensation for summer activities may not exceed three-ninths of the faculty member's annual salary (i.e., no more than one-ninth for any single month).
- The summer compensation limitation applies to all CUNY-related sources, including funds administered by RFCUNY and college foundations.
- The above limits may be exceeded by a *college foundation* for well-documented research activities.
- During the summer annual leave period, there are generally no restrictions for employment outside of the university or its related entities.

Reporting

Academic Year – All full-time faculty must submit a Multiple Position Report *every* Fall and Spring semester (even if they have no additional activities)

Summer – Full-time faculty must submit a Summer Multiple Position Report *only if* they are receiving compensation through CUNY for summer work.



This summary is based on CUNY Statement of Policy on Multiple Position (MGP §5.14, 12/16/2024)

The Brooklyn College "Guidelines on Multiple Positions," dated April 12, 1984, was rescinded by the Council on Administrative Policy (CAP) on April 7, 2011.

STATEMENT OF POLICY ON MULTIPLE POSITIONS

1. PREAMBLE

Each full-time faculty member of the City University of New York (CUNY) is obligated to view their appointment to a college or university faculty position within CUNY as their major professional commitment. This commitment obligates the faculty member in two ways: they are at once a member of the national and international world of learning and a member of the CUNY community.

Though their first responsibility to CUNY is that of teaching, research and service obligations, faculty recognize the important and essential obligation to be regularly accessible for conferences with their students, to participate in appropriate extracurricular undertakings, and to serve on various college and university committees and as a member of college and university councils and other assemblies.

CUNY is a major research university. A full-time faculty member is expected to create new knowledge in their discipline through scholarly research, writing, and creative works. They constantly make all efforts to improve their professional standing through study and thought, and also through activities such as research, publication, attendance at professional conferences, and the giving of papers and lectures. Such professional involvements also enhance their abilities as a teacher and as a member of the CUNY community; such professional involvements support the value of their activities on campus and equip them to participate in significant educational innovations as well as furthering their professional stature.

2. MULTIPLE POSITIONS

a. OUTSIDE THE CITY UNIVERSITY OF NEW YORK

Full-time appointment to a college or university faculty position is a full-time assignment. Faculty members have a responsibility to observe professional standards of behavior in becoming involved in activities supplemental thereto. No employment, consultative, or other work outside of CUNY may be engaged in by a faculty member unless they receive prior approval from the Promotion and Budget Committee (P & B Committee) of their department after full disclosure of their total academic commitment, the proposed outside employment, consultative, or other work, and other outside work theretofore approved. The P & B Committee shall not approve any outside employment, consultative, or other work unless such employment or work relates to the professional interests, strengthens the professional competence, or enriches the professional performance, and does not interfere with the professional standing of the faculty member. No employment, consultative or other work, remunerative or otherwise, shall be approved by the P & B Committee or engaged in if the services of the faculty member to their college or the university or their ability to meet their commitments to their college or to CUNY (including teaching, research, and service obligations) will be impaired thereby. If the P & B Committee approves such employment or work, the amount of time that the faculty member may expend thereon shall be determined by

the departmental chairperson after consultation with the faculty member, and subject to the review of the college president. In no event shall the total amount of time to be expended on such outside employment or work be or be approved for more than an average of one day a week, or its equivalent over the course of the academic year.

In connection with any outside employment, consulting arrangement or other work, each faculty member shall abide by, make known to the other party and incorporate in any written agreement, the following principles:

- i. The faculty member is serving in an individual capacity, and not as an agent, employee or representative of CUNY, and the name of The City University of New York, CUNY, or any of its constituent units may not be used in connection with the faculty member's services, other than to identify their employer, without the written permission of CUNY.
- ii. The faculty member's primary employment responsibility is to CUNY, and they are bound by its policies, including those related to consulting and other outside work.
- iii. In rendering services to the outside party, the faculty member may not make substantial use of CUNY's resources, including but not limited to its facilities, equipment, employees, proprietary information, or clinical data bases, without written permission of CUNY.
- iv. No relationship or agreement between the faculty member and another party may grant rights to intellectual property owned by CUNY and/or the Research Foundation of the City University of New York (RFCUNY) without their written authorization.
- v. The outside party may not (i) restrict or hinder the ability of the faculty member to conduct current or foreseeable research assignments as an employee of CUNY, (ii) limit their ability to publish work generated at or on behalf of CUNY, or (iii) infringe on their academic freedom as a faculty member.

b. WITHIN THE CITY UNIVERSITY OF NEW YORK – TEACHING

- 1) Where the best interests of the college or the university make it desirable or necessary to draw upon full-time personnel in one unit or branch for service in another, requests for such service should originate with the principal academic or administrative officer of the requesting unit and have the approval of the principal academic or administrative officer of the other unit. It is the policy of the university and its colleges to achieve exchanges of services, wherever possible, by budgetary interchange or by the balancing of interchanged services, with no additional academic load or extra remuneration for the individuals concerned. Variations from this norm will be allowed only with the special permission of the Chancellor, or the appropriate President.

- 2) Within the framework noted in section 1, full-time non-tenure-track and tenured faculty will be eligible for consideration for an overload assignment when such assignment is determined to be in the best interest of the college and to serve a specific academic need. Permission to take on an overload teaching assignment will only be granted up to a maximum of eight classroom contact hours total over the fall and spring semesters.
- 3) In addition to the overload assignment permitted in paragraph 2, a full-time non-tenure-track or tenured faculty member will be eligible for consideration for additional overload assignments of no more than a total of six classroom contact hours during the academic year in courses offered during the Winter Session, in courses offered exclusively on Saturdays or Sundays, or in courses offered as part of on-line degree programs.
- 4) Overload teaching by full-time, non-tenured, tenure-track faculty is not permitted, but if a faculty member is not currently using the contractually-mandated research reassigned time, exceptions can be made on an individual basis with the special permission of the Chancellor, or the appropriate President.

c. WITHIN THE CITY UNIVERSITY OF NEW YORK – RESEARCH, CONSULTING, EMPLOYMENT

CUNY regards scholarly activity and research as part of the normal activity and responsibility of the faculty. In fact, such activities are part of the basis on which faculty members are evaluated, reappointed, or promoted. The public looks to CUNY as a source of new information, reinterpretations, and advancing intellectual activities. Also, CUNY is looked upon as a community of scholars. This carries the implication of joint scholarly effort and mutual support and availability amongst faculty and students. The faculty is given full-time annual paid employment to cover all the activities of teaching, research, consulting, curriculum development, counseling, committee work, etc.

When special funding in support of research is available, it is presumed to make possible, or easier, the scholarly activity that faculty and students wish to or are willing to pursue. Accordingly, it is the policy of the Board of Trustees that there may not be paid any extra compensation to full-time members of the faculty for work done during the academic work year. This limitation applies to research, consulting, or any other employment with CUNY or any of its associated organizations, regardless of the source of funds. For the particular case of extra teaching, the policy is expressed in Section 2b above.

Under the special circumstances of an urgently needed short-term administrative and/or service assignment, a President or Vice Chancellor in the Central Office may authorize specific extra compensation for a faculty member whose services are required as an overload. This authorization must define both time and money limitations and must state that it was not possible to relieve the faculty member of other duties to an equivalent extent. Such non-teaching overload assignments will be limited to 150 hours per semester at the nonteaching

hourly rate, or a total of 300 hours for the entire academic year. Further adjustments may be authorized by the Chancellor or the Chancellor's designee.

d. WITHIN THE CITY UNIVERSITY – SUMMER ACTIVITIES

Compensation for CUNY summer activities from the University and related entities, such as RFCUNY and the college foundations, shall not exceed:

- (i) three-ninths (3/9th) of the faculty members' full-time CUNY salary for full-time faculty who are subject to Article 14.1 of the Professional Staff Congress-CUNY (PSC/CUNY) collective bargaining agreement; or
- (ii) one-eleventh (1/11th) of the faculty member's full-time CUNY salary for full-time faculty who are not subject to Article 14.1 of the PSC/CUNY collective bargaining agreement and who receive twenty (20) days of annual leave per year.

This includes, but is not limited to, teaching in a summer session at CUNY, performing administrative duties (such as service as a department chairperson), and conducting research paid for using funds disbursed through RFCUNY. During the first three summers of a faculty member's employment at CUNY, the President of a College or a Vice Chancellor, as appropriate, may authorize payment to a faculty member to conduct their research during the summer from tax-levy funds, subject to the same total three-ninths or one-eleventh limitations for all summer activities noted above.

Notwithstanding the limitation in the preceding paragraph, a college foundation may pay faculty for research or additional work during the summer, in an amount that will cause the faculty member's total compensation from CUNY and related entities to exceed three-ninths of or one-eleventh limitations, under the following conditions:

- (i) such payment is consistent with the rules and regulations applicable to the college foundation;
- (ii) the circumstances surrounding such payment have been rigorously documented and justified; and
- (iii) such payment has been approved by the Chancellor or the appropriate President.

The faculty member shall report to the college at which they have a full-time appointment all such summer activities in advance of participating in them to ensure that they do not exceed contractual rules or CUNY practices.

3. RESTRICTIONS ON MULTIPLE POSITIONS FOR FACULTY ON LEAVES FROM THE CITY UNIVERSITY OF NEW YORK

When faculty members are granted leaves of absences, they are expected to devote their time and energy to the purposes for which the leave is granted. As a general rule, employment within or outside of CUNY during leaves of absence is prohibited, unless such involvement is integral to

the purpose for which the leave is granted. Employment either within or outside of CUNY during a leave of absence requires the approval of the President, pursuant to guidelines to be promulgated by the Chancellor. Notwithstanding the forgoing, faculty on Travia Leave may be employed outside of CUNY with prior notice to the President, but only if they have given an irrevocable commitment to retire.

For the purposes of this policy, Fellowship Leaves and Scholar Incentive Awards will cover periods within the boundaries of the academic year, and do not include the period of the annual summer leave.

4. MULTIPLE EXTRA INVOLVEMENT

From the beginning of the fall semester until the day after spring commencement, the total extra involvement shall not exceed 300 hours of extra consultation or non-teaching adjunct work (see section 2.c), or 14 classroom contact hours of extra teaching (that is, the combined extra teaching permitted under Paragraphs 2.b.2 and 2.b.3), or a proportional combination of these two types of activities.

5. MECHANISMS OF PAY

During the academic year, all work done for CUNY must conform to the rates of pay indicated in the collective bargaining agreement.

During the summer, faculty are paid at the hourly rate to do teaching or non-teaching CUNY work in conformity with the collective bargaining agreement. Further, the pay given to faculty during the summer for service as a department chair must conform to the contractual formula negotiated for that purpose. In addition, during the summer faculty paid with funds disbursed through the CUNY Research Foundation must be paid at the CUNY rates of pay.

6. ANNUAL REPORT

At the regular June meeting, the Chancellor shall report to the Board the steps taken by the Presidents to implement these regulations and the extent of compliance with the limitations set. The reports shall contain details from the Presidents about all excesses over any of the guidelines herein stated, including the names of all persons involved and the specific reasons for the excesses. The University will continue to monitor overload assignments. Overload assignments shall be reported to the Board of Trustees as part of the annual report.

(Board of Trustees Minutes, 2011, 01-24, 003, _C. Amended: Board of Trustees Minutes, 2014, 06-30, 4, D. **Amended: Board of Trustees Minutes, 2024, 12-16, 2, B.)**