

Task Force for the Review of Stipends and Extra Compensation – Public Comments Response  
November 9, 2016

The second public comment period for the report of the Task Force for Review of Stipends and Extra Compensation closed on 10/21/16. This period of public comment concerned only two sections of the report: Appendix C (Proposed Revised PPP-07: Outside Employment, Dual Service, Extra Compensation and Overload) and Appendix D (Proposed ETSU Policy on Summer Compensation).

This second period of public comment followed the Interim University Council's approval of the Report on July 11, 2016, after an initial period of public comment which extended from May 10 through June 8, 2016.

Briefly, the Task Force's response to comments received during the second comment period is as follows:

- Appendix C –
  - In response to comment, we propose striking the sentence on page 21, 2<sup>nd</sup> paragraph that reads "All outside professional activities for which there is remuneration must be disclosed by the employee to his/her supervisor." This statement is inconsistent with other parts of the policy. We believe that failure to do this earlier was simply an editorial omission on our part.
  - Comments were made about areas that are already made clear in the policy or in other ETSU policies: timing of disclosure of outside compensation and conflict of interest.
  - It is not necessary, we believe, to raise ethical or legal issues in this policy, as one comment suggested.
  - Other comments discuss issues in the Quillen College of Medicine. These are addressed by recommendation #22 of the Task Force, which states "Ask the faculty and administration of the College of Medicine and the College of Pharmacy to review and record their policies and procedures regarding stipends and extra compensation and submit them for approval." Those Colleges have done so, although we are unaware if these have been reviewed by any administrative body or if the faculty and staff of the Colleges are aware of them.
  
- Appendix D –
  - Several comments favor removing the cap on summer pay for teaching. Our response is that, at present, we currently exist under Tennessee Board of Regents rules and regulations which require this. Our task force was not asked to rewrite policy, but to review administration of policy.
  - There was also concern that exceptions not stated in the policy will be disallowed. Exceptions are allowed under current policy, which also does not enumerate them. We feel that this concern is simply a misinterpretation.

In short, in the opinion of the Task Force, the editorial change mentioned above under appendix C is the only one required in response to public comment.