

# Fellowships: Payment of Salary and Other Personnel Expenses (OPE) to Supplement Major Fellowships

**Last Updated**

June 30, 1993

**Effective Date**

June 30, 1993

**Reason for Policy**

To describe the terms and conditions under which the University may provide salary and OPE to supplement major faculty fellowships in a non-sabbatical year. Many prestigious faculty fellowship programs provide only for the direct salary of the faculty member and do not cover fringe benefits (OPE). In many cases, the fellowships are limited to an amount that covers only a portion of the full faculty salary. These fellowships do, however, permit the faculty member to pursue full-time research during the period of the fellowship, and the University wishes to encourage faculty members to seek and accept these fellowships, especially during potential sabbatical years.

**Policy Statement**

The University may provide salary and OPE to supplement major faculty fellowships during a non-sabbatical year according to the following terms:

1. During a non-sabbatical year, the University may provide up to 30% of the faculty member's designated annual salary to cover the difference between the salary support awarded by the fellowship and the regular salary. The University will provide 100% of the OPE for the designated annual salary (the salary from the fellowship plus the top-off salary). The faculty member is eligible for this support no more than once between sabbatical years. With the approval of the appropriate dean and department head, this support may be received immediately before or after a sabbatical leave. A fellowship year may follow a sabbatical, but it does not count as the year owed to the university following a sabbatical.
2. The fellowship award amount must be, at minimum, 30% of the recipient's base salary at UO, making the salary top-off from UO akin to a matching grant.

3. The faculty member must hold a tenured appointment of at least .50 FTE.
4. The fellowship award period is for at least a full term during the academic year.
5. The total salary compensation paid to the faculty member during the period of the fellowship does not exceed the faculty member's usual University salary compensation for that period. This does not preclude proper additional salary as from consulting, summer salary payments, or special overload payments.
6. The fellowship compensation is administered by the Office of the Vice President for Research and Innovation and paid via university payroll.
7. The fellowship leave is approved by the faculty member's dean and department head.
8. The fellowship is intended to support the faculty member's activities appropriately related to research, scholarship, or creative activity and it is considered by the Provost to be in the best interests of the University that the faculty member accept the fellowship. To this end, the fellowship should be a major and prestigious one. Examples of prestigious fellowships that might be eligible include:

Fulbright

John Simon Guggenheim Memorial Foundation

National Endowment for the Humanities

National Endowment for the Arts

American Council for Learned Societies

Max Planck Institutes

The Provost may make exceptions to this policy when they believe that doing so is in the best interests of the University and the faculty member requesting an exception.

The University's coverage of OPE costs ensures that the faculty member receives continued health insurance and worker's compensation coverage, continues participation in tax-deferred programs, and receives credit towards

accrued sabbatical time and retirement benefits. The faculty member will also continue to have social security contributions withheld from each paycheck.

**Reviewed and Approved By**

President's Staff

**Date**

Wed, 06/30/1993 - 12:00

**Issued By**

President

**Revision History**

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**Original Source**

UO Policy Statement