

The Equity Center Honorarium Guide

We promote and recognize the important and invaluable contributions, perspectives, and knowledge of our community members, elders, leaders, and knowledge keepers. We hold ourselves in a place of truth, honesty, respect, and reciprocity with our community relationships which extends into how we equitably exchange knowledge and expertise for compensation.

UVA Honorarium Definition: An honorarium is a token of appreciation paid to an individual for services performed when payment is not required. The arrangement between the individual is informal. It does not involve a contract, and invoicing is not required.

Service/Knowledge Provided from Community Expert	UVA “Academic” Equivalent	Average Time Commitment	Compensation Exchanged
Participation in a panel discussion	Professor	1 hour of time 1 plus planning	\$150 per panel member (or \$75/hr)
Advising program design, program implementation, data analysis or program evaluation	Program Evaluator or TA Provider	Varies, 5+ hours	\$375 (or \$75/hr)
Community mentoring	College/Career Advisor	15+ hours	\$500
Facilitator of a discussion	Visiting Professor/Special Guest	2 hours of prep + discussion time	\$600 (or \$200/hr)
Leadership committee (chair or co-chair), knowledge group, or community knowledge council	Professor, Consultant	Ongoing, yearly, or quarterly commitment.	\$5,000
Participation in a committee, knowledge group, or community knowledge council	Professor	Ongoing, yearly, or quarterly commitment.	\$550
Co-researcher	Professor, Research Specialist	\$75 per hour	Budgeted based on length and scope of research project. Could also be an invoiced service.
Traditional Knowledge Keeper, Elder, or Spiritual Advisor	M.D. or Clinical Psychologist	\$100+ per hour	Per hour rate of services rendered for the community or knowledge exchanged.