

Rationale for Proposed Changes to FH 3.1

With heightened awareness of the need for accurate effort-reporting, we have reviewed our summer appointment policy for B-base faculty. Because pay needs to correspond to effort, we propose changing the parameters on summer pay from general funds for B-base faculty. Our current policy stipulates that no more than two months salary can be paid from general funds in the summer. The proposed policy change states that no more than 11 months of salary can be paid from general funds during the fiscal year. This does not change the total number of months of salary (11) that can be paid from state funds. Rather, it provides some flexibility so that when a faculty member uses grant funds to cover some of their salary during the academic year when they are doing grant-related research, the released general-fund dollars may then be used to pay salary, as appropriate, during the summer. The policy change only effects B-base faculty but results in no negative impact on salary.

A second change proposed is standardizing when a faculty member's new higher rate of pay takes effect. Under the current policy, a B-base faculty member being paid from state funds for summer teaching is paid at a rate based on the preceding year's salary. However, if the faculty member is being paid from a grant, they can be paid their new higher rate of pay. The proposed policy change allows a B-base faculty member to be paid using the new higher rate of pay as of July 1 regardless of the funding source.

Proposed Revision to Faculty Handbook 3.1 ~ February 8, 2012

Appointments to the faculty are ordinarily made for the nine-month, academic year (B-base).

B-base payroll dates of August 16 – May 15 result in equal monthly (1/9th) salary payments for the months of September through April with a half month in August and May. (B-base faculty may elect the 12-month pay option to have payroll spread equally over the fiscal year, July – June.)

Summer Effort

~~B-base faculty members may be appointed for specific assignments in the summer (i.e., for payroll dates of May 16 – August 15), if warranted by the needs of the department. A B-base faculty member may ordinarily be employed by the university for no more than two months during the summer in addition to the academic year appointment. Exceptions may be made when necessary to carry out the provisions of a grant or contract, provided that the faculty member's support for that period is entirely from non-appropriated funds and the request for an exception is endorsed by the dean and approved by the provost. Summer salary, when paid from state appropriated funds, is based on the individual's B-base salary during the preceding academic year, prorated according to the length of the summer appointment. Summer appointments are ordinarily made on a year-by-year basis. Any commitments for summer appointments extending beyond one year are~~

~~contrary to university policy and are, therefore, possible only with prior written approval of the dean of the college and the provost.~~

Summer salary is based on the individual's B-base salary for the respective fiscal year during the preceding academic year, prorated according to the length of the summer appointment. Regardless of funding source, summer appointments on or after July 1 are at the new academic year rate of pay.

B-base faculty engaged in institutional activities (teaching, grant-writing, extension/outreach, service, etc.) while on summer appointment, in addition to the academic year, may be paid up to a total of eleven months from general (state) funds during the fiscal year.

B-base faculty members who have secured sponsored support (i.e. externally funded research awards) may have salary charged during the academic year on the sponsored project – such that effort and salary charges are consistent. (See Effort Reporting and Certification Policy.) To ensure compliance with the Effort Reporting and Certification Policy, charges to any federally-sourced or state sponsored project must match the effort expended. Summer research appointments on sponsored support may be paid up to a total of three summer months except for specific restrictions that may be imposed by external granting agencies.