

Summer Salary FAQ

What is summer salary?

Summer salary is defined as any compensation paid during the summer period, when a faculty member is off-contract, to a faculty member in excess of his or her academic-year salary.

How is summer salary calculated?

Federal regulations stipulate that summer salary supported by sponsored programs must be computed and paid at a percent effort rate not in excess of the faculty member's official Institutional Base Salary (IBS). Therefore, the summer salary for full-time 9-month faculty members working in the summer must be paid at a rate not to exceed 1/9th of the IBS of the academic year for each of the three months of the summer period. Summer salary is limited in each case by the terms of the supporting grant or contract and must be in accordance with granting agency policy.

Note: Academic year salary paid over 12 months – 3 months available for summer

- Summer salary is available for 0.5 of May, 1.0 of June, 1.0 of July, and 0.5 of August.

Can I receive summer salary for my work on a sponsored project done during the academic year?

No, Federal regulations stipulate that summer salary from sponsored programs "must be for actual work performed on the sponsored program from which the funds are paid and must be paid for personnel services performed during the period stipulated." In particular, a faculty member cannot be paid in the summer period for work that was done on a sponsored program in the previous 9-month academic year, nor can the faculty member be paid for work that will be done in the following 9-month academic year. Many Federal sponsors require written Certification of Effort reports (PVS) signed by the faculty member that document the time and effort spent on a sponsored program during the period in which the grant work was carried out and for which an individual is being compensated.

Example: Professor Brown's IBS for the 9-month academic year is \$100,000 and she proposes to devote 50% effort to a sponsored project during one month of the upcoming summer (0.5 summer month). The summer salary to be charged to the sponsor for Professor Brown's work/effort on the project will be paid at the rate of 1/9th of \$100,000 or \$11,111 for each month of the summer. Because her percent effort on the project will be 50% during one summer month, a total of \$11,111 x 0.50 or \$5,555 will be allocated for Professor Brown's summer salary.

If the sponsor will pay it, can I receive summer salary at a rate that is greater than my rate for the academic year?

No, UNO adheres to federal regulations, which specifically prohibit the use of sponsored program funds to "increase or supplement faculty salaries above the institutional scale for an individual's salary."

If I receive summer salary, can I still take a vacation?

The payment of summer salary obligates the faculty member to provide the proposed percentage of effort work on the sponsored program for the full period for which compensation is paid. A faculty member who requests summer salary for 100% effort on sponsored program activities for all 3 summer months must forego a vacation entirely during these three summer months.

What happens if I am working on more than one sponsored program in the summer?

A faculty member may work on more than one sponsored program and receive summer salary from each one, but no more than 100% effort is committed each month to the combination of the sponsored programs. In addition, the faculty member must include in the cumulative total of effort any other university responsibilities during the summer (e.g., departmental administration, student advising, curriculum review, professional development, teaching).

Is it true that some agencies place caps on summer salary?

Certain agencies place caps on summer salary that can be paid to faculty members working on sponsored programs. If applicable, agency salary caps supersede university regulations (i.e., NSF and NIH). The National Institutes of Health (NIH) allows summer salary but the total amount the faculty member can charge during the year is limited to "Executive Level I of the Federal Executive Pay scale." https://grants.nih.gov/grants/policy/salcap_summary.htm

Can I use summer salary as cost share?

No, Faculty are not permitted **to indicate** unpaid summer effort in a proposal to a sponsor. Because the University is not Office of Research & Creative Activity; Office of Sponsored Programs

Effective: 5/9/2022

obligated to pay faculty salary during the summer, unpaid committed summer effort has no monetary value and therefore may not be included in applications as a commitment of the PI or the University.

Additional Guidance

- Faculty should consult the terms and conditions of their awards prior to committing summer month effort, as sponsors may have restrictions on summer salary.
- Federal awards under "expanded authorities" (e.g., from NSF, NIH, DOE, etc.) require written approval from a sponsor when decreasing effort by 25% or more. This includes not only effort committed during the academic year but also compensated summer effort as well.