

Current Summer Supplement Policy for Nine-Month Appointments (from the *Faculty Handbook, Chapter 4, pages 3-4*)

Faculty members on nine-month appointments may receive summer supplements in any of the three remaining months through the Duke University payroll system up to a maximum of three-ninths (3/9ths) of the base salary rate for the immediately preceding appointment term. This 3/9ths includes pay for summer session teaching, independent study, special programs, and administrative assignments requiring summer effort, as well as research supported by granting agencies.

Proposed Summer Supplement Policy for Nine-Month Appointments

Faculty members on nine-month appointments may receive summer supplements through the Duke University payroll system up to a maximum of three-ninths (3/9ths) of the base salary rate for the immediately preceding appointment term.

If the summer supplements are for University or other non-federally funded work such as summer session teaching, independent study, special programs, or administrative assignments requiring summer effort, compensation up to 100% of one-ninth of a faculty member's salary can be paid in any three of the four designated summer months: May, June, July or August.

*However, if summer supplements are for federally sponsored projects, they must be handled differently. While faculty with committed summer effort on sponsored projects may still be paid a total of three-ninths summer salary, they should not receive 100% of one-ninth in any one month. Two different procedures must be followed. First, the University caps compensation **from federally-sponsored research** in any given summer month at 75% or less per month over each of the four summer months: May, June, July and August. Second, compensation from federal funding is limited to two and a half ninths and the final half ninth must be paid from University or other non-federal funds.*

*For faculty having three months of summer salary **budgeted on** their federal grants, the last half month of effort and salary would no longer be **budgeted-spent** on grants during the summer but would be committed, performed and paid during the academic year. This practice will create a salary savings pool in each school's budget. From this pool of school funds the entire half month's worth of salary and fringe benefits will be used to pay the extra half month of salary needed to achieve a full three months of summer salary.*