Summer Research Additional Compensation
Decision Matrix

Scenario	Qualifier	Comments
June summer comp	All	Can be set up any time since there are no pay impacting actions prior to July 1. Use current compensation rate, pay period of June 1-June 30
July-September summer comp	Newly hired faculty July 1	The summer compensation position can be created and concurrent hire completed, but paypath actions cannot be processed until after July 1 when the job is active.
	Faculty member has no pending or approved merit/promotion July 1	The summer compensation position, concurrent hire, and paypath transactions can be completed. Use the current rank, step and compensation rate.
	Faculty member has a merit/promotion July 1 that has been approved.	The summer compensation position, concurrent hire, and paypath transactions can be completed. Use the July 1 approved rank, step and compensation rate.
	Faculty member has a merit/promotion July 1 that is pending (not yet approved)	If the summer compensation position and job are initiated prior to July 1, the merit/promotion will have to be manually applied to the position/job once approved. It is recommended that the department wait until after the merit/promotion has been approved to process the summer compensation.
Application of July 1 range adjustment	Entered into UCPath prior to range adjustment (projected to be end of June/early July)	Any summer compensation entered prior to the application of the range adjustment will have the range applied. If trying to pay an exact dollar amount, further adjustments to the FTE may be required post-range adjustment.
	Entered into UCPath after the range adjustment.	Input at the post-ranged compensation rate via PayPath.
Originally set up for one month, now want to extend	If current postiion/job is still active.	Enter a paypath action to change the expected end date. Then make other changes (FTE, funding) as necessary.
	Summer comp position is inactive, job has been termed.	Initiate a Rehire/Reinstate template via Smart HR Transactions. Make changes (FTE) via PayPath.
Retroactive changes	Summer comp position/job is still active.	Make corrections via PayPath, or a Case with UCPC if date is taken. Retro pay occurs automatically if pay was already issued.
	Summer comp position is inactive, job has been termed.	A case must be submitted to UCPC to make changes to a terminated job.