Additional Compensation

April 6, 2022
Office of Academic Personnel

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Other Resources

▪ Red Binder
  – Sections VI 10-17

▪ APM 600

▪ UCPath Processes:
  – UCPath Cert Instructions (under Actions within the AP Folio Cert & Input Request form)
  – Summer Research Additional Compensation Toolkit
    (https://ap.ucsb.edu/resources.for.department.analysts/ucpath/)
Agenda

- What is additional compensation?
- Compensation from outside the University
- Additional compensation during the Academic Year
- Additional compensation during the Summer
- UCPath considerations
- Helpful hints/Best Practices
- Quiz
What is Additional Compensation?

- APM 600, RB VI-10
- Any salary paid to an academic appointee by the University in excess of their full-time salary

- **During the academic year:** only for duties not directly related to the employee’s recognized University duties. Limits vary depending on type of payment and academic appointment held

- **During the summer quarter:** allowed for an academic employee paid on a 9/12 basis. Maximum of 3/9ths per summer. Some may be restricted due to appointment type

- Can be paid even if a person is on leave without salary
Activities outside UC

- APM 025, RB I-29, Conflict of Commitment and Outside Professional Activities
- All Senate and Adjunct faculty >= 50% must report, whether compensated or uncompensated
- 39 day limit for Categories I and II during academic year
  - 1 day/week during summer when drawing summer salary through UCSB
- Categories:
  - I: Appear to be conflict; Prior approval required. Must report
  - II: Unlikely to be a conflict. Must report
  - III: No conflict. Allowed, not reported
- Not additional compensation itself
- Reported in OATS (Online Activity Tracking System)
Additional Comp during the Academic Year

- University Extension teaching
- Faculty consultant services
- Lectures and similar services
- Honorarium
- Housing allowance
- Extramural Funding
- Administrative stipends
University Extension teaching

- APM 662, appendix B-1; RB VI-17
- Teaching beyond the regular assigned teaching load that takes place through the Extension
- During AY: counts towards the 39 day limit. A day = “6 contact or podium hours”
- During summer: amount paid counts towards the 3/9ths limit
- Earn code ACX for individuals who only teach through Extension
- Earn code UNX for current faculty who are teaching as additional compensation
- Job code 3570: University Extension Teacher
- Input done by Extension
Faculty Consultant Payments

- APM 664; RB VI-17
- Occasional consulting or participation in projects that do not fall within the normal duties of the individual
- Rate is negotiated. Limited to daily rate plus 30%
- Daily Rate:
  - 9 month employees, annual salary divided by 171
  - 11 month employees, annual salary divided by 236
- Allowed during both the academic year and the summer months
- Counts toward the 3/9ths maximum during summer
Faculty Consultant Example

- Professor Danvers is an Associate Professor in the French and Italian Department, w/annual salary of $80,000

- She will provide consulting services:
  - To the Department of History
  - For translating historical documents from French
  - in August, for a fee of $1000

- How many days does this entail?
  - $80,000 / 171 = 467.84 + 30% → $608.19 per day
  - $1,000 / 608.19 = 1.6 days
Faculty Consultant (UC Path request)

- UC Path Certification & Input Request form on AP Folio
- Select “Faculty Consultant” under One-Time Additional Pay
- Enter Start and End Dates in accordance with # of days as computed by daily rate (previous slide)
- Enter Fund Source
- Comments:
  - Explanation/justification
  - Any additional/background information pertinent to the request
- Observe AP’s payroll submission deadline
  https://ap.ucsb.edu/resources.for.department.analysts/ucpath/deadlines.for.ucpath.academic.actions.pdf
Honorarium

- APM 666; RB VI-17
- Academic employees may receive honoraria for:
  - Work related to University-sponsored conferences
  - Creative work unrelated to primary job responsibilities
- Honoraria may **not** be paid using State funds (19900)
- Up to $2,500 per event (up to $5,000 by exception)
- During AY: Total annual amount earned may not exceed 10% of the annual base salary
- During summer: Counts towards 3/9th limit
Honorarium (UC Path request)

- UC Path Certification & Input Request form on AP Folio
- Select “Honoraria” under One-Time Additional Pay
- Enter Start and End Dates that reflect when work was actually performed
- Enter Fund Source
- Comments:
  - Explanation/justification
  - Any additional/background information pertinent to the request
- Observe AP’s payroll submission deadline
  https://ap.ucsb.edu/resources.for.department.analysts/ucpath/deadlines.for.ucpath.academic.actions.pdf
Housing Allowance

- aka Faculty Recruitment Allowance
- Academic Senate only
- Provided as part of start-up package for rental deposit or down payment on home purchase
- Does not count as additional compensation
- See Table 40 on Salary Scales page for current amount available to candidates you are recruiting
- See original startup approval for amount available to already-hired faculty
Housing Allowance (request)

- UCPath Certification & Input Request form on AP Folio
- Select “Recruitment Allowance” under One-Time Additional Pay
- Enter Fund Source
- Comments:
  - Any additional/background information pertinent to the request
  - Date/pay cycle payment should be disbursed
- Observe AP’s payroll submission deadline
  [https://ap.ucsb.edu/resources.for.department.analysts/ucpath/deadlines.for.ucpath.academic.actions.pdf](https://ap.ucsb.edu/resources.for.department.analysts/ucpath/deadlines.for.ucpath.academic.actions.pdf)
- Can be done off-cycle. If time-sensitive, email AP-Path@ucsb.edu after submitting UCPath Cert to request expedition.
Action

- One-Time Additional Pay
- Recruitment Allowance
- Faculty Consultant
- Honoraria
- Extension or Executive Program Compensation
- Other

Dollar Amount: 1000.00

Start Date: 08/05/2021

End Date: 08/07/2021

Fund Source: 0 166021 19900 0

Comments: Professor Danvers of FRIT will work with the History department to translate historical documents from French to English.
Intercampus payments

- APM 666; RB VI-15
- A UC employee performs work on another UC campus
- Two types of payments/appointments:
  - One-Time Payment
  - Multi-Location Appointment
- Payments during the summer count toward the 3/9th limit
- Payments are made using appropriate intercampus form (host campus initiates)
“Intercampus one-time payment form” vs. “multi-campus appointment form”

- Both of these forms are used for processing payments for academic employees who are employed on one UC campus but performing services for pay on a second UC campus

- One-time payment form: short term events/activities
  - e.g. one-time Lectures, creative work, or occasional consultant services

- Multi-campus Appointment form: ongoing activity
  - e.g. teaching a class for a quarter or longer

- All forms are routed through Academic Personnel

- Fillable forms on the AP website under ‘Forms’: https://ap.ucsb.edu/forms/
Intercampus One-time Form UPAY 644C-T

INTERLOCATION ONE-TIME PAYMENT FORM

<table>
<thead>
<tr>
<th>HOME LOCATION INFORMATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>HOME LOCATION:</td>
</tr>
<tr>
<td>HOST LOCATION:</td>
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<tr>
<td>HOME DEPARTMENT:</td>
</tr>
<tr>
<td>HOST DEPARTMENT:</td>
</tr>
<tr>
<td>HOME LOCATION INFORMATION</td>
</tr>
<tr>
<td>EMPLOYEE NAME:</td>
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<td>HOME LOCATION APPOINTMENT TITLE:</td>
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<tr>
<td>09/09 □ 09/12 □ 11/12 □</td>
</tr>
<tr>
<td>APPOINTMENT %:</td>
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</table>

<table>
<thead>
<tr>
<th>HOST LOCATION INFORMATION</th>
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</thead>
<tbody>
<tr>
<td>EMPLOYEE TITLE RELATING TO ACTIVITY AT HOST CAMPUS:</td>
</tr>
<tr>
<td>TITLE CODE:</td>
</tr>
<tr>
<td>EVENT SERVICE DATES: FROM:</td>
</tr>
<tr>
<td>TO:</td>
</tr>
<tr>
<td>ONE-TIME PAYMENTS:</td>
</tr>
<tr>
<td>DESCRIPTION OF SERVICE (DOS) CODE (For example: HON, BYA etc.):</td>
</tr>
<tr>
<td>HOST LOCATION FUND SOURCE TO BE CHARGED:</td>
</tr>
<tr>
<td>ACCOUNT NAME:</td>
</tr>
<tr>
<td>LOC ACCT: COST CENTER: FUND: PROJ: CODE: SUB</td>
</tr>
<tr>
<td>(0, 1, 2, 5 OR 7 ARE THE ONLY VALID SUBS)</td>
</tr>
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</table>

<table>
<thead>
<tr>
<th>EVENT/SERVICE AND COMPENSATION INFORMATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>PLEASE EXPLAIN DETAILS OF EVENT/SERVICE AND COMPENSATION</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>APPROVALS</th>
</tr>
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<tbody>
<tr>
<td>Host Location Fund Source Authorization</td>
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<tr>
<td>Host Location Dean's Office/Academic or Staff Personnel</td>
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<tr>
<td>Host Location Contact Name</td>
</tr>
<tr>
<td>Host Location Phone Number</td>
</tr>
<tr>
<td>Host Location Email Address</td>
</tr>
<tr>
<td>Date</td>
</tr>
</tbody>
</table>

CC: EMPLOYEE'S HOME DEPT.

RETURN ACCOUNTING: 5 YRS SUBJECT TO CONTRACT AND GRANT REQUIREMENTS. OTHER COPIES 0-5 YEARS.
Key Information Required (both forms)

- Both forms require employee *home* appointment information, fund source information, earn code, and authorization from home and host campus
  - Obtain this info from your counterpart at the home campus

- One-time payment form requires:
  - Job Code, Event Dates, Flat Rate $ Amount to be paid, Earn Code, Funding Information

- Multi-campus appt form requires *host* appointment section to be completed:
  - Job Code, Pay Basis, FTE, Salary Rate, Earn Code, Dates, Funding Information

- Both forms benefit from supporting documentation about the work being done
  - Include *detailed* description of work being performed, in the free-form justification section
Where to find Intercampus Forms and Job Aids

- Forms page: https://ap.ucsb.edu/forms/

- Intercampus One-Time Payment (UPAY 644C-T)
  - Form: https://ap.ucsb.edu/forms/Intercampus.OneTime.Payment.pdf

- Multi-Campus Appointment Form (UPAY 560-T)
  - Form: https://ap.ucsb.edu/forms/multi.campus.appointment.form.pdf
  - Job Aid: https://ap.ucsb.edu/forms/multi.campus.appointment.form.job.aid.pdf
Intercampus Payment Forms – where do they go?

If UCSB is the HOST Campus:

1. Obtain home campus appt info
2. Verify fund source is authorized for payment
3. Send form to UCSB AP Office for review
4. UCSB AP Office processes home campus approvals & payroll

If UCSB is the HOME Campus:

1. Assist host campus as needed
2. Host campus sends form to UCSB AP Office
3. UCSB AP Office consults w/home dept, approves, and returns to host campus
4. Host campus processes payroll
Administrative Stipends

- RB VI-17
- Department Chairs and Unit Directors
- Approved on an annual basis by the Executive Vice Chancellor or Vice Chancellor for Research
- Payroll input will be managed centrally by AP Path team
- Departments are responsible for funding entry
- Deans are Faculty Administrators but are NOT paid a separate stipend
Extramurally Funded Research during AY

- RB VI-14
- Senate Faculty only
- **Release to grant**: grant funds used in place of a portion, or all, of the regular state funded salary for a limited amount of time
- **Course buyout**: a type of RTG where the portion (% time) corresponds to the faculty member’s teaching load reduced, and pay period corresponds to quarter being bought out
- NOT additional compensation!
- Contact Dean’s office for approval/proper procedure
Extramurally Funded Research– payroll matters

▪ **What if the release to grant comprises <= 50%?**
  – e.g. 75% on state funds; 25% on grant funds

▪ **Implement as fund split on main professorial position:**
  – Overall professorial FTE remains 100%
  – Funding split on this position
  – If external funds are being administered outside of the home department (where the professorial appointment resides), must coordinate with funding unit, as only the home dept has access to professorial position elements

▪ **Sabbatical credit continues to be accrued**
Extramurally Funded Research—payroll matters

- **What if the release to grant comprises > 50%?**
  - e.g. 40% on state funds; 60% on grant funds

- Grant-funded portion must be under corresponding Researcher title (see next slide)
  - Must reduce faculty title % time accordingly
  - Pay basis remains at 9/12

- Sabbatical credit is *not* accrued
Extramurally Funded Research– payroll matters

- Positions to be created when release to grant portion > 50%:

<table>
<thead>
<tr>
<th>Underlying Faculty Title</th>
<th>Release to Grant Title</th>
<th>General Job Code</th>
<th>B/E/E Job Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistant Professor / LPSOE</td>
<td>Assistant Researcher-AY</td>
<td>3223</td>
<td>1985</td>
</tr>
<tr>
<td>Associate Professor / LSOE</td>
<td>Associate Researcher-AY</td>
<td>3213</td>
<td>1983</td>
</tr>
<tr>
<td>(Full) Professor / Sr. LSOE</td>
<td>Researcher-AY</td>
<td>3203</td>
<td>1981</td>
</tr>
</tbody>
</table>
Release to Grant/Course Buyout (UC Path request)

- Do the below only if release > 50% of appointment

- UC Path Certification & Input Request form on AP Folio
  - “Release to Grant” section
  - Job Code: corresponding Researcher title code (previous slide)
  - Start/End dates: correspond to 9/12 pay period if course buyout
    - If not course buyout: dates correspond to release dates prescribed by grant
  - Earn code: REG

- Be aware that this process takes longer to fulfill (earlier deadlines may apply)
Release to Grant Example #1

- Professor Barnes wants release to extramural grant funds
- He does this as course buyout for Fall quarter 2021 – approved by the Dean
- Department standard teaching load = 4 courses/year, so one course corresponds to 37.5% of his salary
- For Fall quarter (7/1 – 10/31), on the Professor position:
  - 62.5% of position funded on state funds
  - 37.5% of position funded on external funds
- Return to 100% funding on state funds for Winter quarter and beyond
Release to Grant Example #2

- Professor Potts is a Full Professor in Mechanical Engineering who has received a DoD contract that requires her to commit at least 60% effort on the project for a set period of time
- This grant is administered through ICB
- ICB submits the UCPath Cert Form request
- For that period of time:
  - Reduce Professorial appointment to 40%
  - Add 9/12 Researcher appointment at 60%
- Return Professorial appointment to 100% thereafter
  - Also don’t forget to terminate the Researcher appointment
Form Example

- Release To Grant
  - Start Date: 05/02/2022
  - End Date: 07/29/2022
  - Department for Release Position: ICBT - Institute for Collaborative Biotec
  - Percent Time / FTE of Release: 60%
  - Comments: Release to grant to work on Ross DoD award
Timeline Considerations for RTG > 50%

1) AP creates/updates appropriate Researcher position

2) Department funds position

3) Department performs concurrent hire into this new position
   - “Job End Date” and “End Job Automatically” checkbox fields should be filled in

4) AP approves the concurrent hire transaction; UCPC fulfills the hire

5) Once the hire is fulfilled by UCPC, AP then reduces faculty appointment
   - Faculty job is set to return to regular FTE upon end of Release to Grant

6) Department follows up on any pay actions, as needed (over/missed pay)
Additional Compensation During the Summer

- Summer Session teaching
- Dates, Calendars and Charts
- Summer Salary Scenarios
- UC Path Procedure
Summer Session Teaching

- APM 661-14; RB VI-17
- Payments count towards the 3/9ths max that may be earned during summer
- Payments are figured on the 6/30 pay rate, paid as flat amount based on Summer Session formula
- Earn code ACS or ASN, depending on DCP contribution status
- Paid on the MO pay day (schedule available on Summer Session web site)
- Summer Session and AP will do payroll processing centrally
- Contact : TBD
## Available Dates for 2022 Summer Salary

<table>
<thead>
<tr>
<th>Pay Dates</th>
<th>Service Dates</th>
<th>Max Days</th>
<th>Max % time</th>
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<tbody>
<tr>
<td>June 1 - 30</td>
<td>June 13-30</td>
<td>14</td>
<td>0.7368</td>
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<tr>
<td>July 1 - 31</td>
<td>July 1-31</td>
<td>21</td>
<td>1.1053</td>
</tr>
<tr>
<td>Aug 1-31</td>
<td>Aug 1-31</td>
<td>23</td>
<td>1.2105</td>
</tr>
<tr>
<td>Sep 1 - 30</td>
<td>Sep 1-17</td>
<td>12</td>
<td>0.6316</td>
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## 19-Day Chart (RB VI-12)

<table>
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<tr>
<th># working days used</th>
<th>Dist %</th>
<th># working days used</th>
<th>Dist %</th>
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<td>0.6842</td>
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<tr>
<td>2</td>
<td>0.1053</td>
<td>14</td>
<td>0.7368</td>
</tr>
<tr>
<td>3</td>
<td>0.1579</td>
<td>15</td>
<td>0.7895</td>
</tr>
<tr>
<td>4</td>
<td>0.2105</td>
<td>16</td>
<td>0.8421</td>
</tr>
<tr>
<td>5</td>
<td>0.2632</td>
<td>17</td>
<td>0.8947</td>
</tr>
<tr>
<td>6</td>
<td>0.3158</td>
<td>18</td>
<td>0.9474</td>
</tr>
<tr>
<td>7</td>
<td>0.3684</td>
<td>19</td>
<td>1.000</td>
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<tr>
<td>8</td>
<td>0.4211</td>
<td>20</td>
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<td>9</td>
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<tr>
<td>11</td>
<td>0.5789</td>
<td>23</td>
<td>1.2105</td>
</tr>
<tr>
<td>12</td>
<td>0.6316</td>
<td></td>
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</tr>
</tbody>
</table>
Summer research payments

- APM 667, RB VI-14
- Each day during the summer only used once (up to 100%)
  - Housing allowance exceptions
- Maximum of 3/9ths = 57 working days
- 1/9th = 19 working days – includes holidays!
- Paid at the salary rate in effect at the time of payment; i.e. June pay is at the pre-merit June rate
- 9/9 pay basis, so monthly rate is the annual rate divided by 9
- Must use corresponding job codes based on regular faculty title – use position from your existing pool, else request new position creation via UCPath Cert Form on our website
### Job Codes for Summer research 1/9ths

<table>
<thead>
<tr>
<th>Underlying Faculty Title</th>
<th>Summer Salary Title</th>
<th>General Job Code</th>
<th>B/E/E Job Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistant Professor / LPSOE</td>
<td>Assistant Researcher (1/9)</td>
<td>3225</td>
<td>1986</td>
</tr>
<tr>
<td>Associate Professor / LSOE</td>
<td>Associate Researcher (1/9)</td>
<td>3215</td>
<td>1984</td>
</tr>
<tr>
<td>(Full) Professor / Sr. LSOE</td>
<td>Researcher (1/9)</td>
<td>3205</td>
<td>1982</td>
</tr>
<tr>
<td>Unit 18 doing research</td>
<td>Appropriate 1/9 Researcher title as above</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Unit 18 doing teaching-related work</td>
<td>Corresponding 1/9 titles for: Lecturer Continuing Lecturer/Sr. Continuing Lect</td>
<td>1632</td>
<td>1633/1643</td>
</tr>
</tbody>
</table>
Summer Salary Scenarios

- 19 days (full 1/9th)
- Less than 19 days in a given month
- More than 19 days in a given month
- Flat rate dollar amount
- NIH cap and supplement
Meet Professor Coulson

- Associate Professor in the Department of Psychological & Brain Sciences
- Annual 9/12 salary of $128,000 ($10,666.67/mo)
- What’s the corresponding Researcher title to use for summer salary?
Professor Coulson’s summer salary

- Job code: Associate Researcher-AY-1/9 (3215)
- Pay basis: 9/9
- Monthly rate: $14,222.22  (= $128,000 ÷ 9)
Professor Coulson’s Request

<table>
<thead>
<tr>
<th>Date</th>
<th># of days</th>
<th>Department</th>
<th>Contract/Grant</th>
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<tbody>
<tr>
<td>June</td>
<td>Flat Rate</td>
<td>PSYC</td>
<td>NSF ($5000)</td>
</tr>
<tr>
<td>July 1-31</td>
<td>21</td>
<td>PSYC</td>
<td>Carter Foundation</td>
</tr>
<tr>
<td>Aug 1-25</td>
<td>19</td>
<td>NRI</td>
<td>Stark Award</td>
</tr>
<tr>
<td>Sep 5-16</td>
<td>10</td>
<td>ICB</td>
<td>DoD grant</td>
</tr>
</tbody>
</table>

Signature: P. J. Coulson  
Date: 05/10/2022
1/9th payment (19 days)

- Dates: 08/01/21 – 08/31/21
- % time: 100%
- Earn code: ACR
- Pay period runs entire month, but service period is 19 days (track offline)
10 days’ worth of payment

- 10 days ÷ 19 days = 0.5263
- Job runs 9/1 – 9/30 (pay period) @ 52.63 %
- Pay period runs entire month, but service period is 10 days, specifically, Sep 7-18 (track offline)
21 days in July

- 21 days ÷ 19 days = 1.1053
- Can’t have job > 100%!
- Two separate jobs (unique position # for each one):
  - One at 1.000
  - Another at 0.1053
  - Both still run 7/1 – 7/31
Flat rate or specific % summer research payments

- Recruitment and Retention commitments
  - May be paid out over multiple summers
  - Can be awarded in terms of 1/9ths or flat amount but always paid on percentage basis

- How to compute for payroll?
  - Figure out what percentage of 1/9 this flat rate consists of
  - Convert this to closest # of actual days for offline tracking
Example: flat rate of $5000 in June

- $5000 ÷ $14,222.22 = 0.3516
- Refer to 19-day chart: closest value is 0.3684 (7 days)
- Payroll: job runs 6/1 – 6/30 @ 35.16 %
- Internal/offline records: track the 7 days of effort for future audit purposes
Summer Salary: UCPath considerations/procedure

- For summer research salary purposes ONLY, dept will initiate Position Control and PayPath actions and AP approves (subject to change in future years)

- AP approves action, verifying key fields are input, but does NOT validate the data points are correct (FTE, Comp Rate, etc.)

- Timeline/approval flow: same as release-to-grant scenario, so be sure to allot extra time for processing
  - See next slide for process flow

- Note: the “End job automatically” box should always be selected on Summer Salary Hire templates.
UCPath Procedure

**Identify Position**
- Use existing positions
- Update FTE if necessary
- If needed, request new positions via the UCPath Cert form

**Fund Position**
- REG line
- ACR line
- Each totals 100%

**Hire & PayPath**
- Effective Date
- End date
- Pay Freq: 9/9
- Check “End job automatically” box
- Earns Distribution ACR**
- Fulfilled by UCPC
- PayPath to change FTE on future months, if needed

Refer to the **SUMMER RESEARCH ADDITIONAL COMPENSATION TOOLKIT** in the Resources for Department Analysts section of the AP website for detailed instructions on the above actions.
Summer Research Additional Comp Resources

**The Tool Kit provides:**
- Step by step guidance including updating your position, entering Funding, Hiring, and processing PayPath updates, with links to all relevant resources:
  - Action Steps
  - Detailed Job Aids to walk you through each transaction type:
    - Funding Entry
    - Position/Hiring
    - PayPath
  - Detailed Job Aids for NIH Cap Fund Entry:
    - Filling the Gap
    - Not Filling the Gap

**SUMMER RESEARCH ADDITIONAL COMPENSATION TOOLKIT:**
- Summer Salary Action Steps
- Transaction Decision Matrix
- Summer Salary Funding Entry
- Summer Salary Position/Hiring Job Aid
- Summer Salary PayPath Job Aid
- Salary Cap - Filling the Gap Job Aid
- Salary Cap - Not Filling the Gap Job Aid

https://ap.ucsb.edu/resources.for.department.analysts/ucpath/
Funding

- Can be done either before or after hire
  - Recommended Practice: input funding before hire
  - Exception: Salary Cap – MCOP link will not appear until AFTER hire is fulfilled

- Funding entry requires a REG line—fill this with account string as normal
- Add ACR line with account string
- Since summer salary is all under ACR earn code, this will be the payment source
### Funding

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Funding Effective Date: 08/01/2018
Seq: 0
Status: Active

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Hire Transaction

The **Concurrent Hire** or **Rehire** template may be used, depending on the circumstance. Departments are responsible for reviewing the employee’s **Person Org Summary**, understanding the implications, and determining their internal best practice.

- The **Academic Concurrent Hire** template with the **Academic Concurrent Hire** Reason Code creates a new Employee Record Number in the system, and should **ALWAYS** be used when the employee **DOES NOT** have an existing inactive job record.

- The **Rehire Academic** template with the **Concurrent Non-Dual Employment** Reason Code uses an existing Employee Record Number. Use IF the employee has an existing inactive job record in UCPath.
  - **Note:** if the employee receives an email regarding benefits enrollments following fulfillment of the Hire template, they can be instructed to disregard.

**Refer to the “Summer Research Additional Comp Hiring Job Aid” for additional detail.**
Hire Transaction

Pay Components should match the Professorial position.

JED information MUST be on the Hire transaction:

- Earnings Distribution = “By Percent”
- Earnings Code = “ACR”
- Percent Distribution = 100%
Caps and limits based on funding

- **NIH cap**
  - Rate maximum changes each January 1 and is set by NIH. Applies to existing and new awards.
  - Currently monthly max: $16,975.00 (as of Jan 2, 2022)
  - Affects faculty who earn more than $152,775 ($16,975.00 x 9 ) annually
  - Additional information on job aids (will also be discussed in further detail in workshop)

- **NSF limit**: 2/9ths per summer

- **Other award or funding limitations**
Helpful Hints/Reminders

- The job code will be set up to correspond to the type of additional compensation being paid
- For summer research salary, perform calculations using 1/9 rate
- Housing allowance and Chair/Director stipends should not be counted against the summer 3/9ths total
- All additional compensation is paid on the MO payday (only FRA can be off-cycle)
- Check the “End job automatically” box!
- Ensure fund source is accurate and allowed for payment type
Strategies and Best Practices

- Coordination when multiple departments are involved

- Record keeping
  - Documentation of faculty requests and retro changes
  - Since pay periods encompass the whole month, track the actual service period separately

- Make sure your documentation is clear:
  - If the faculty member requests “one month” do they mean “a calendar month” or “19 days for 1/9th effort?”

- Requests in days vs percentage of the period
  - If in days, use the actual days (see 10-day example)
  - If in percentage, can either break into days or divide over the 19 day period; i.e. 50% of 1/9th vs 50% of 19 days (= 10/19 -> 52.63%)
Strategies and Best Practices, cont’d

- Consult commitment sheet for startup 1/9ths and housing allowance amounts

- Understand the “day limits”;
  - 57 days per summer (38 days for NSF)
  - Not necessarily 19 days per month; i.e. can work more than 19 days in a month

- Be aware of Merits/Promotions and range adjustments that take effect on 7/1
  - If M/P action pending: try to wait until case is finalized before entering July-Sep salary
  - Otherwise, you will have to manually adjust July+ salary to the new rate

- Advise faculty to consult with their tax advisor if they are concerned about the withholding amounts over the summer

- Post audit the job record in UCPath to correct any potential issues prior to pay
Quiz

Can a faculty member be paid additional compensation in the below examples? If so, how would each be paid?

a) Professor Stark teaches an evening class through Extension.

b) Professor Lang mentors two graduate students on their theses.

c) Professor Banner is an invited speaker at a consortium at another UC campus.

d) Professor Strange of Statistics is asked by Film Studies to assist in designing and implementing a statistical survey on some aspect of film studies.
Quiz

e) Professor Foster is awarded a grant that will supply her with 33% of her salary for one quarter.

f) Professor Romanoff serves as Department Chair for her department.

g) Professor Fury serves on a search committee for his department.

h) Professor Van Dyne of History does a guest lecture for a regular Religious Studies class
Quiz - Answers

Can a faculty member be paid additional compensation in the below examples? If so, how would each be paid?

a) Professor Stark teaches an evening class through Extension – yes, as Extension Teaching

b) Professor Lang mentors two graduate students on their theses – no, this is part of his faculty job (teaching)

c) Professor Banner is an invited speaker at a consortium at another UC campus – yes, via intercampus one-time payment

d) Professor Strange of Statistics is asked by Film Studies to assist in designing and implementing a statistical survey on some aspect of film studies – yes, as Faculty Consultant payment
Quiz - Answers

e) Professor Foster is awarded a grant that will supply her with 33% of her salary for one quarter – *no, this is a release-to-grant, not additional comp.*

f) Professor Romanoff serves as Department Chair for her department – *yes, via administrative stipend.*

g) Professor Fury serves on a search committee for his department – *no, this is part of his faculty job (service)*

h) Professor Van Dyne of History does a guest lecture for a regular Religious Studies class – *no, teaching is part of her faculty job, and this does not fit the criteria for Faculty Consultant or Honorarium payment.*
Quiz

Your department has asked Professor Barton, from UC Riverside, to give a lecture on “Archery with Precision” to a group of UCSB students.

a) By what method will Professor Barton get paid?

b) Who will initiate payment?

c) Which of the following is true?
   1) It is acceptable to pay Professor Barton $3000 for his lecture.
   2) It is acceptable to pay Professor Barton using state funds.
   3) The payment will count towards Professor Barton’s 3/9th limit.
Quiz – Answers

Your department has asked Professor Barton, from UC Riverside, to give a lecture on “Archery with Precision” to a group of UCSB students.

a) By what method will Professor Barton get paid? – intercampus Honorarium payment

b) Who will initiate payment? – UCSB (host dept)

c) Which of the following is true?
   1) It is acceptable to pay Professor Barton $3000 for his lecture – yes, but by exception.
   2) It is acceptable to pay Professor Barton using state funds – no, not allowed for HON.
   3) The payment will count towards Professor Barton’s 3/9th limit – only if done during summer.
Quiz

Professor Okoye is teaching a course during Summer Session D, which runs June 22 – July 10. She will also be doing research and wants to draw summer salary from her grants during this time period.

a) What information do you need to determine how to add the research funding?

b) What limitations apply?
   i. Salary-wise?
   ii. Appointment-wise?
Quiz – Answers

Professor Okoye is teaching a course during Summer Session D, which runs June 22 – July 10. She will also be doing research and wants to draw summer salary from her grants during this time period.

a) What information do you need to determine how to add the research funding?
   What % time effort does the SUMS work take, i.e. what would SUMS put in a BYH distribution if we still had to do so?

b) What limitations apply?
   i. Salary-wise? -- $ limit (SUMS payment counts towards 3/9th max)
   ii. Appointment-wise? -- % time (from (a) above) and dates. e.g. if SUMS said the class constitutes 25% effort, then you can only put up to 75% effort on grants between 6/22 – 7/10.
Quiz

Professor Maximoff has been hired effective 07/01/22. Can she be paid 3/9ths summer salary in addition to her housing allowance during the summer of 2022?
Professor Maximoff has been hired effective 07/01/22. Can she be paid 3/9ths summer salary in addition to her housing allowance during the summer of 2022?

Yes—Housing Allowance does not count towards 3/9th limit. Full 3/9ths can be paid out only if there are 57 days available. Are there at least 57 days available in July/Aug/Sep 2022? No—there are only 56 days available!
Questions?