Supplemental Compensation

Questions and Examples pertaining to payments through University Payroll and Employee Benefits Office

1. I am a regular tenure-line faculty member. How does this new policy impact my ability to earn supplemental compensation?

During the contract period, supplemental compensation is generally unallowable; exceptions may be granted for teaching overloads, administrative assignments, or certain non-load-bearing instructional activities. You may earn up to 12.5% of your base salary in supplemental pay in each academic year semester (fall and spring) within those aforementioned areas.

What is possible outside the contract period?

Outside the contract period, supplemental pay is generally allowable. You may earn up to 121 days of supplemental compensation (as determined by University Human Resource Services), paid at a rate not to exceed your daily rate.

How might supplemental compensation play out in my earnings?

For example, a regular tenure-line faculty member earning $50,000 per year can earn an additional $6,250 in fall semester (12.5% of the base salary); an additional $6,250 in spring semester (12.5% of the base salary), and an additional $37,812.50 in supplemental pay outside of the contract period (121 days at a daily rate of $312.50 per day). This totals $50,312.50 in potential supplemental compensation—a figure greater than the employee’s base salary. Thus, regular tenure-line faculty members have the potential to earn more than double their specified base salary.

2. I am a full-time contract faculty member. Can I earn supplemental compensation?

During the contract period, supplemental compensation is generally allowable for all activities not specified in your contract and is paid at a rate not to exceed your daily rate. Your supplemental compensation earnings may not exceed 12.5% of your base salary in supplemental pay in each academic year semester (fall and spring).

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For example, a full-time contract faculty member earning $50,000 per year can earn an additional $6,250 in fall semester (12.5% of the base salary); an additional $6,250 in spring semester (12.5% of the base salary), and an additional $37,812.50 in supplemental pay outside of the contract period (121 days at a daily rate of $312.50 per day). This totals $50,312.50 in potential supplemental compensation—a figure greater than the employee’s base salary. Thus, full-time contract faculty members have the potential to earn more than double their specified base salary.

3. I am a professional personnel member and have a fiscal year contract. How does the policy impact me?

Supplemental pay is not allowable for work performed on behalf of, or related to, the mission of your assigned department or unit. Exceptions may be granted for teaching overloads, administrative assignments, and certain non-load-bearing instructional activities.

What can I earn in terms of supplemental compensation?

For work outside of the mission of your assigned department or unit, or for work approved under the stated exception, you may earn up to 104 or 105 days of supplemental pay (depending upon the specific fiscal year, as determined by University Human Resource Services), to be paid at a rate not to exceed your daily rate. Any such work must be performed in addition to the employee’s normal weekly working hours.

How might supplemental compensation play out in my earnings?

For example, professional personnel employed on a fiscal year basis earning $50,000 per year can earn an additional $20,000 in supplemental pay ($192.31 per day for 104 days).