Supplemental Compensation for Faculty and Professional Personnel
Ball State University

8/19/2011

Summary Charts:
Academic Year and Semesterly Faculty
Academic Year Professional Personnel
Fiscal Year Employees

For illustrative purposes only.
See Policy for details.
Supplemental Compensation for
Academic Year and Semesterly Faculty Members*

Full time tenure line faculty

Within the contract period

Generally unallowable

Exceptions include teaching overloads, administrative assignments, non-load bearing instructional activities

Cannot exceed your daily rate from all sources, in the aggregate

Total supp comp from all sources not to exceed 12.5% of AY salary in either FA or SP semester

Outside the contract period

Generally allowable

May include all activities not specified in the contract

Cannot exceed your daily rate from all sources, in the aggregate

Total supp comp outside the contract period cannot exceed your daily rate x 121 days (see HR FY calendar)

Full time

Contract Faculty

Within the contract period

Generally allowable

May include all activities not specified in the contract

Cannot exceed your daily rate from all sources, in the aggregate

Total supp comp from all sources cannot exceed the FTE of your daily rate x 121 days (see HR FY calendar)

Outside the contract period

Generally allowable

Daily rate cannot exceed the equivalent of a full time assignment

Part time

Academic Year

Within the contract period

Generally allowable

Daily rate cannot exceed the equivalent of a full time assignment

Outside the contract period

Generally allowable

May include all activities not specified in the contract

Academic Year and Semesterly

Within the contract period

Generally allowable

Cannot exceed your daily rate from all sources, in the aggregate

Total supp comp from all sources cannot exceed the FTE salary plus 12.5% of the FTE AY base salary in either FA or SP semester

Outside the contract period

Generally allowable

Daily rate cannot exceed the equivalent of a full time assignment

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See Policy for detail.
Supplemental Compensation for Academic Year Professional Personnel*  

**Full time**  
Within the contract period  
- Generally unallowable  
  - Not allowed for work associated with mission of your assigned dept or unit  
  - Cannot use vacation time or paid holidays  
  - Exceptions include teaching overloads, administrative assignments, non-load bearing instructional activities  
  - Total supp comp from all sources cannot exceed 12.5% of AY salary in either FA or SP semester  

Outside the contract period  
- Generally allowable  
  - Cannot exceed your daily rate from all sources, in the aggregate  

**Part time**  
Within the contract period  
- Generally unallowable  
  - Not allowed for work associated with mission of your assigned dept or unit  
  - Cannot use vacation time or paid holidays  
  - Exceptions include teaching overloads, administrative assignments, non-load bearing instructional activities  
  - Total supp comp cannot exceed the FTE salary plus 12.5% of the FTE AY base salary in either FA or SP semester  

Outside the contract period  
- Generally allowable  
  - Daily rate cannot exceed the equivalent of a full time assignment  
  - Cannot exceed your daily rate from all sources, in the aggregate  
  - Total supp comp outside the contract period cannot exceed the FTE of your daily rate x 121 days (see HR FY calendar)  

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Supplemental Compensation for Fiscal Year Faculty and Fiscal Year Professional Personnel*

**Full time**
- Not allowed for work associated with mission of your assigned dept or unit
- Cannot use vacation time or paid holidays
- Cannot exceed your daily rate
- Exceptions include teaching overloads, administrative assignments, non-load bearing instructional activities
- Total supp comp cannot exceed the employee's daily rate x 104 or 105 days (see HR FY calendar)

**Part time**
- Not allowed for work associated with mission of your assigned dept or unit
- Cannot use vacation time or paid holidays
- Daily rate cannot exceed the equivalent of a full time assignment
- Exceptions include teaching overloads, administrative assignments, non-load bearing instructional activities
- Total supp comp from all sources cannot exceed the FTE salary plus the FTE daily rate x 104 or 105 days (see HR FY calendar)

**Certain Administrative Personnel**
- President, Vice Presidents, Associate Vice Presidents/ Provosts, Deans, Associate Deans, Assistant Deans
- Normally not allowable
- Exceptions must be approved by the President (in the case of the President, the Board of Trustees must approve)

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