

# Summer Salary Guidelines for Boulder Campus

## Spring 2024

### 1. Purpose

The purpose of these guidelines is to provide the information necessary to understand and apply the summer salary rules for academic year (AY) faculty.

### 2. Overview

For academic year appointed faculty, [campus guidelines allow](#) for the maximum of an additional 3/9<sup>ths</sup> of base salary for summer teaching, scholarly and creative work



effective in January<sup>1</sup>. Please use the 39ths Summer Calculator and Request Form (2024 edition) found at <https://www.colorado.edu/academicaffairs/academic-resources> to help plan and calculate the appropriate summer salary.

Note that for faculty involved solely with summer teaching, the [Summer Salary Request Form](#) is not required. Faculty who are engaged in summer teaching plus research or research only are required to use the [Summer Salary Request Form](#) to furnish detailed information regarding their intended summer salary. ALL appointments from ALL campuses must be included to allow the department chair/faculty director to determine that the 3/9<sup>ths</sup> limits are not exceeded.

***Example A: IBS for Faculty with AY Administrative Position***

month they serve in these capacities. The entire administrative salary cannot be paid out during the 9-month academic year period as doing so violates a State Fiscal rule that prohibits salary from being paid before it is earned. Therefore, summer salary for those faculty with 12-month administrative appointments will be charged to the administrative pay source and the remainder, up to the maximum 1/9<sup>th</sup> or 3/9<sup>th</sup> IBS amount, can be charged to research and/or teaching pay sources.

**Example C: Faculty with 12 Month Administrative Position**

At their department, a 12-month administrative position, which pays 21% of their academic year salary or \$22,680 (\$108,000 x 21%). The total IBS for the academic year is \$125,010 (\$108,000 + (\$22,680 x 75%) and includes a January merit increase. The maximum they can earn during the summer months is \$41,670 (\$108,000 / 9 + \$17,010 / 9 = \$13,890 x 3). The monthly compensation earned for the chair stipend during the summer (\$1,890) is part of the 3/9<sup>ths</sup> of IBS summer salary limit so the maximum monthly available for charging to sponsored projects is \$12,000 (\$13,890 - \$1,890) per month.

	Prof Salary (Academic Year Base Salary) (A)	Department Chair (12 mos CY appt) (B)	IBS (A+B)	Allowable Summer Earnings (A+B)
AY	\$108,000	\$17,010 (=\$108,000*.21)/12*9	\$125,010	n/a
Max summer earnings	\$36,000 (=\$108,000/9*3)	\$5,670 (=\$17,010/9*3)		\$41,670 (=\$125,010/9*3)
Max summer research earnings	\$36,000 (=\$108,000/9*3)	\$0		\$36,000 (=\$108,000/9*3)

**Begin and End Dates for Calculating the 3/9<sup>ths</sup> IBS Total**

The 3/9<sup>ths</sup> limit is based on compensation earned in one calendar year (see the diagram below). Summer compensation earned mid-May through mid-August must be within the 3/9<sup>ths</sup> salary limit with no more than 1/9<sup>th</sup> earned in June and July (see exception below for teaching & administrative appointments).



*research during the month of July. However, they will need to reduce the amounts they can earn in August 20xx and June 20xy to stay in compliance with the 3/9<sup>ths</sup> of IBS rule.*

<b>Changes</b>	<b>Date</b>	<b>Approved By</b>
Adopted		
Reviewed	4/16/2021	Denitta Ward