

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^{ths} of base salary for summer teaching, scholarly and creative work

effective in January¹. 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^{ths} 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 1/9th or 3/9th 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^{ths} 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^{ths} IBS Total

The 3/9^{ths} 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^{ths} salary limit with no more than 1/9th earned in June and July (see exception below for teaching assistantships).

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^{ths} of IBS rule.

| Changes | Date | Approved By |
|----------------|-------------|--------------------|
| Adopted | | |
| Reviewed | 4/16/2021 | Denitta Ward |