

## **TIP SHEET FOR CALCULATION OF NON-INSTRUCTIONAL SUMMER COMPENSATION**

Non-instructional summer compensation is not the same as “extra compensation” (ECOM) or “dual employment” (See HR 1.78). Pursuant to HR 1.81 policy: Summer Compensation for Faculty – “Sponsored Research and Other Duties Not Related to a Regular Summer Session - Academic personnel will be compensated at the same rate of pay as the immediately preceding academic year for sponsored research or other activities performed during the summer months (between academic years) which are not related to a regular summer session.”

Summer compensation is calculated using the “days in appointment” to determine the “daily rate” based on the salary for the faculty member’s appointment basis.

Appointment Basis	Days in Appointment
9 months	195
10.5 months	225
11 months	235

Note: Summer employment may occur between May and August (at end of academic year and prior to start of academic year) of a calendar year. Faculty with base appointments exceeding 9 months should consult with Salary Administration to determine eligibility for additional compensation.

Example of how to calculate summer salary: (based on 9 month appointment)

Annual salary divided by 195 = daily rate

For example:  $\$75,000 \div 195 = \$384.62$

Multiply daily rate by the number of days = summer compensation

For example:  $\$384.62 \text{ daily rate} \times 65 \text{ days} = \$25,000$

Next, calculate the fringe benefits cost at the current rate ( i.e., 24.19% effective 07/01/2014-12/31/2014). [Note: do not include health insurance for summer compensation calculation.]

For example:  $\$25,000 \times .2419 = \$6,047.50$

A fringe benefits calculator is available at: <http://sam.research.sc.edu/fringebenefits.html>