

Arts and Sciences Salary Structure

Institutional Base Salary (IBS) <http://louisville.edu/provost/faculty-personnel/institutional-base-salary-policy>
 9 -10-11 Month Contract + Administrative Supplement + University Scholar Appointment

Grants or Contracts

Summer Supplemental XBEN Pay

One Month Summer Effort if allowed by sponsor

100% 1 mo. Summer Salary = IBS divided by appointment (9-10-11 mo.) For 95% committed effort for 1 mo. summer multiply by .95 *

Two Months Summer Effort if allowed by sponsor

100% 1 mo. Summer Salary = IBS divided by appointment (9-10-11 mo.) For 95% committed effort for each of 2 mos. summer multiply by .95 times 2. This means you must commit 95% effort in both months. *

Three Months Summer Effort if allowed by sponsor

100% 1 mo. Summer Salary = IBS divided by appointment (9-10-11 mo.) For 95% committed effort for all 3 mos. summer multiply by .95 times 3. This means you must commit 95% effort in all three months. *

Salary Recovery

Research Release

Salary Recovery of Effort (Captures Academic Year Effort)

1-30% AY effort per grant year
 Split: 1/3 to Dean's Office and 2/3 to Department

Illustration

5% AY Effort of IBS \$55,000 equals \$2,750 to be Charged to Grant funds

1/3 A&S Dean	2/3 Dept.
\$1833	\$917

This Salary Recovery can be used like a separate DRIF/RIF Account, per individual's Department Policy.

Course Release (Course Buyout)

One course is usually 10% of IBS (Check your Department's Policy)

Amount of X-Pay to teach the bought out course is deducted from total salary recovered. The balance is split 50/50 between Dean's Office and Department.

Illustration

10% IBS \$55,000 is \$5,500 less \$3930 (X-Pay to teach course) = \$1,570

1/2 A&S Dean	1/2 Department
\$785	\$785

Notes on Effort: Effort committed and salary paid during the period should be devoted exclusively to the activities supported by that project (or projects) with the salary charges to each aligning on a monthly basis with the effort expended.

*Summer Supplemental Pay Effort:

- 10% of Base for a nine-month appointment is equal to an effort commitment of 90% for one month of summer, 45% for two months of summer or 30% for three months of summer.
- 95% effort for one summer month is the maximum effort approved.
- For NIH grants, there is an NIH Salary Max for AY and summer salary.