

**SUMMER EMPLOYMENT  
TIP SHEET FOR CALCULATION OF  
NON-INSTRUCTIONAL COMPENSATION FOR FACULTY**

Non-instructional summer employment, also known as “Extra Compensation” (ECOM) is considered work such as sponsored research or other activities performed during the summer months not related to teaching summer sessions (i.e. Maymester, Summer I or Summer II).

Pursuant to Human Resources policy HR 1.81 “Summer Compensation for Faculty”, “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.”

Non-instructional summer employment and the compensation earned for these activities is not considered dual employment, which covers additional compensation earned during an employee’s base period of employment.

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.

<b>Appointment Basis</b>	<b>Days in Appointment</b>
<b>9 month</b>	<b>195</b>
<b>10.5 month</b>	<b>225</b>
<b>11 month</b>	<b>235</b>

Note: Summer employment may occur between May and August (at end of academic year and prior to start of next academic year) of a calendar year. Faculty on a 12-month appointment should consult with the Salary Administration Office to determine eligibility for additional compensation.

**Example of calculating summer compensation for faculty with a 9-month appointment:**

Annual salary divided by 195 = daily rate

For example:  $\$75,000 \div 195 \text{ days} = \$384.62$

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., 21.99%). [Note: Do not include health insurance for summer compensation calculation. Rates are subject to change.]

For example:  $\$25,000 \times .2199 = \$5,497.50$

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

**[Note: Fringe rates are not included in the base rate of pay for the summer compensation calculation.]**