

Policy on the Allotment of Additional Summer Compensation for Academic-Year Senate Appointees within the UC Davis Graduate School of Management (GSM)

This document sets forth guidelines for providing additional summer compensation for academic-year senate appointees at the GSM. The faculty member is required to hold an academic-year senate appointment with the GSM in an eligible title in the current academic year. Eligible titles include regular senate ranks and acting appointments.

1 University policy

Individual faculty members may earn additional summer compensation outside of their academic-year salary. The amount of salary earned as summer additional compensation is limited according to the type of regular appointment held by an eligible faculty member. Summer additional compensation for academic-year (nine-month) appointees may not exceed 3/9^{ths} of the “annual base University salary in the prior year.” Authority regarding approval of summer additional compensation, including payment of up to a third month (3/9^{ths}) of salary, has been delegated to the GSM Dean (as long as it conforms to the APM regulations <http://manuals.ucdavis.edu/apm/660.htm>).

2 Honoring explicit contracts

All explicit employment agreements relating to summer additional compensation between the GSM and an eligible faculty member shall supersede this policy, such as summer compensation relating to fixed term arrangements at initial hiring, chaired professorships, or administrative duties such as graduate advisor and associate dean. Amounts awarded under explicit contracts shall be viewed as minimum amounts of summer additional compensation subject to possible additional amounts under the criteria below, subject to University policy.

Some University-related summer additional compensation funded from a non-GSM source may be exempted as part of 3/9th of “annual base University salary in the prior year” for purposes of determining summer additional compensation. See [APM-660](#), Appendix 1, for additional information regarding University-wide policies regarding the computation of additional summer compensation. As per an agreement with the Provost and Executive Vice Chancellor, compensation for service in the GSM’s non-degree executive program shall be exempted from the 3/9th limit.

3 Additional summer compensation

GSM summer additional compensation should be consistent with the overall mission of the Graduate School of Management. Specifically, the focus of summer additional compensation should be to reward continuing achievements by our faculty and facilitate additional excellence in research, teaching, and service. The existing merit and promotion system provides a framework for careful review and recognition of these achievements, and so, whenever possible, summer compensation policy should focus on areas of achievement not currently or adequately rewarded by the existing merit and promotion system.

4 Criteria

Summer additional compensation shall consist of two separate components, determined as follows:

1. Faculty members shall be eligible to be considered for summer additional compensation if they have had a successful merit or advancement action in the previous merit cycle. For example, a successful merit advancement as of July 1, 2014, shall establish eligibility for summer compensation for the academic year starting July 1, 2014. A successful merit advancement as of July 1, 2014, shall also establish eligibility for summer compensation for the academic year starting July 1, 2015. Deferral of a merit action shall be equivalent to an unsuccessful merit action, unless the deferral is given under campus work-life balance policies in APM 760 (http://www.ucop.edu/academic-personnel-programs/_files/apm/apm-760.pdf).
2. In academic years in which the GSM Dean determines that there are additional financial resources available for summer compensation (beyond honoring explicit contracts and providing a base amount of additional summer compensation under component 1) faculty members can be considered for additional summer compensation. Faculty will be eligible for this additional summer compensation, when available, on the basis of:
 - a submission of proposals for research support to outside agencies, foundations, or other groups; or
 - b engagement in time-intensive and unusual levels of service to the GSM or University that have not been otherwise compensated or rewarded.

5 Implementation

1. Establish the maximum dollar amount available for summer compensation, and the amount required by existing explicit agreements.
2. Establish a list of all potentially eligible GSM faculty.
3. Establish a fraction under criterion #1 to apply to the nine-month salary for all eligible faculty as of the end of the previous academic year.
4. Establish amounts (if any) to be awarded under criterion #2.
5. Summer additional compensation for any faculty member under these steps including summer additional compensation under explicit contracts other than compensation for services exempted as part of the 3/9th shall not exceed 3/9th of the annual base salary from all University sources in the prior year.
6. Summer additional compensation shall be paid in the summer immediately following the current academic year.