

School of Social Ecology
Summary of Faculty Salary Types on Extramural Funds

	Summer Salary	Negotiated Salary Program (NSP)	Salary Exchange	Course Buyout
Timing of Request	May (typically for June–September). Late payouts may be processed later in the year.	April (only one request window per fiscal year).	Before the start of payroll for each term — July (Fall), November (Winter), March (Spring).	Well before the start of payroll for each term — July (Fall), November (Winter), March (Spring) — to allow for course scheduling adjustments.
Additional or Replacement Salary	Additional Salary	Additional Salary	Replacement	Replacement
Cap Gap Coverage	Optional (Faculty will have to cover if they choose to)	Required — faculty must cover any cap gap with allowable discretionary funds.	Faculty not required to cover	Required — faculty must cover any cap gap with allowable discretionary funds.
Allowable Effort	Up to 3 summer months (19 workdays per month, total of 57 days).	Up to approximately 2.07 academic months (if requesting the full 30% negotiated increase). Cannot be used concurrently with Course Buyout.	Up to 4.5 academic months total (combined academic effort, including other AY salary sources, cannot exceed 50% of total academic effort).	Approximately 1.125 academic months per course (12.5% of academic year salary per buyout). Must still teach at least 2 courses per year. Cannot be used concurrently with NSP.
Typical Use / Purpose	For faculty with sponsored project effort during the summer who wish to receive additional compensation for that time.	For faculty who have already maximized summer salary but have additional sponsored effort during the academic year and wish to increase annual compensation using eligible external funds.	For faculty with academic year sponsored effort who have no available summer months, missed the NSP window, or wish to generate discretionary funds through salary savings.	For faculty who wish to reduce teaching obligations during the academic year to dedicate more time to research or sponsored project work.