Emory College of Arts and Sciences
Summer Salary Savings Program “5% for 3 of 9”

Emory University’s policy regarding effort and effort reporting prohibits faculty from charging 100% effort/salary to a sponsored account in any given month, including summer (June, July, August).

The College has developed the “5% for 3 of 9” program in order to lessen any negative impact that the effort cap may have on faculty who otherwise might charge 100% summer effort to a sponsored project. The “5% for 3 of 9” program provides a means of claiming the remaining 5%, thus permitting 100% compensation. Faculty who plan to devote 95% effort to a sponsored project (or projects) during the summer may secure the remaining 5% salary from release funds arising through academic-year salary (and fringe benefit) recovery. A faculty member who devotes effort and charges academic year salary (and FB) to a sponsored account of at least 5% for 3 of the 9 months of the academic year (or 2% of her/his 9-month base salary/FB) will save the College sufficient budget funds to allow payment by the College of 5% of salary during the summer months. The 5% summer effort may be used for research, teaching, and/or administrative work, including University service, teaching preparation, proposal writing, and conference attendance.

The “5% for 3 of 9” program requires that salary (and fringe benefits) be saved in advance. Thus, faculty who wish to participate in the program for summer 2016 must devote effort to and recover salary (and fringe) from the sponsored project during the 2015/16 academic year.

Participation in the “5% for 3 of 9” program requires that the faculty member complete and return the Academic Year Salary and Graduate Student Support Recovery Form. Investigators who recover academic year salary in excess of 5% will benefit from the Academic Year Salary and Graduate Student Support Recovery program.

Example 1: Professor X has an NIH grant to which s/he devotes 95% effort for June, July, and August (the summer effort quarter). S/he charges the grant for 95% of 1/9 of base salary (plus fringe benefits) for each summer month. Because Professor X also devoted 5% effort to the project during 3 months of the academic year, s/he recovered from NIH the salary (and FB) associated with that effort. The College applies the savings to summer salary for Professor X, thus bringing her/his total compensation to 100%.

Example 2: Professor Y has an NIH grant to which s/he devotes 95% effort for June, July, and August (the summer effort quarter). S/he charges the grant for 95% of 1/9 of base salary (plus fringe benefits) for each summer month. Because Professor Y also devoted 5% effort to the project each month of the academic year, s/he recovered from NIH the salary (and FB) associated with that effort. The College applies a portion of the savings to summer salary for Professor Y, thus bringing her/his total compensation to 100%. In addition, because the savings to the College exceeded the amount required for summer salary, Professor Y also qualifies for the Academic Year Salary and Graduate Student Support Component of the Research Enhancement Program. As a result, Professor Y and her/his department receive contributions to unrestricted research accounts. The size of the contributions is based on the total savings realized by the College and under Option B, the size of the award.

Approved February 2010

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