

FAQ's

Faculty Information Session

- Why does converting to 9 month incur penalty on merit raises? Just wondering since this incentivizes faculty to bring in external funding that UF would not otherwise have. Is this because of vacation leave payout? *Answer: Allows you to keep your 12-month salary and still make extra funds in summer. There is no decline in salary when going 12 months to 9 month. Anyone else on campus takes a cut in salary when converting*
- If we don't have summer salary (and therefore no official summer appointment) will our graduate students still be able to register for dissertation/thesis research credits under our supervision in the summer? *Answer: Yes, and your HR department will need to add a courtesy appointment for you, so contact hours can be added during the summer for your graduate student courses.*
- What happens with the sick leave we have already accrued? *Answer: it is retained.*
- Until PTO takes effect, how do faculty manage time off? *Answer: Consult with your unit head regarding taking time off during the 9 months. During the summer when taking extended vacations ensure that your labs and 12-month students are taken care of.*
- Aside from external grant funding, what other kind of **paid** activities are allowable during summer (i.e. teaching, consulting)? *Answer: Paid activities would be the same/similar to those that occur during the academic year including teaching, mentoring students, research and extension, and other departmental responsibilities. Individual assignments will be made by the unit leader. Specific funding may have restrictions/limitations.*
- My extension appointment is 50% and I have to conduct extension activities during the summer, how does 9-months conversion affect the summer activities? *Answer: Consult with Extension Dean. Faculty with an Extension appointment of 50% or more will need permission to convert to a 9-month appointment*
- To be clear, our salaries will remain the same, so our biweekly paycheck will increase. And we are able to supplement our salary with grants/contracts during the summer. So we could increase our annual salary - is this correct? *Answer: Yes, there is a potential to increase the annual salary based on the availability of grants/contracts as well as the use of other funds (including Salary Savings, which is generated by participation in the FSSP program). Allowable activities will be determined by the type of funding used to support a Summer appointment. Assignments will be made in coordination with the unit leader. Consult your department administrator for specific information related to your financial portfolio.*

- Does the rule regarding no merit-based increase in salary include promotion? In other words, will we be still able to get salary increase based on promotion or not? *Answer: No, it does not include promotion increases. You will still get those during the 3-year period.*
- Are there sources of funds that cannot be used for summer salary? *Answer: The following **cannot** be used for Summer salary: FSP (Faculty Service Program), 107, and Capacity funds .*
- What fund sources **can** be used to fund your summer salary? Faculty Service Program? *Answer: Every situation will be unique, based on an individual faculty's portfolio. Consult your department administrator for specific information regarding available funding.*

In general, the following sources can be used to support a summer appointment, through direct charging (i.e. being paid from these sources directly in the summer).

Account	Allowable
Federal Project: (201)	Yes, assuming it is allowable
Non-Federal Project: (209)	Yes, assuming it's allowable. Excluding Faculty Service Program
Salary Savings – FSSP (101-1100, 103-2100, 103-3300)	Yes
SHARE: (171)	Yes
IDC: (211)	Yes
Residual: (212)	Yes
GermPlasm: (212)	Yes, assuming it is within the rules of the allocation
DOCE: (143)	yes

- In addition to salary, what fringe must be paid from other sources? *Answer: Standard faculty fringe rates will be incurred on all funding sources.*
- Will increased teaching load fall onto those remaining in 12 months? Over the Summer? *Answer: No. Faculty will continue to complete their assigned teaching as part of their 1.0 FTE position. In most cases this will be completed in Fall and Spring semesters.*

- Is there any restriction on the type of grant you can use to pay your salary? can you pay it using FSP? *Answer: Faculty Service Program (FSP) cannot be used to cover Summer salary. Other restrictions are determined by the grant and applicable policies related to the specific grant funds. Generally, other 201's and 209's are allowable. Consult with your department Research Administrator for confirmation*
- If I currently teach courses in the summer too, should I plan to move those courses to the fall or spring semester? *Answer: This is a discussion/decision to be determined in coordination with the unit leader and/or Dean for Teaching.*
- What is the difference between paying summer salary through "self-funded using FSSP accrual" vs "charging directly to grants" – *Answer: If you directly charge a grant then you can only work on that specific grant during the time allocated (matching the % charged). If paid using FSSP accrual you have flexibility to do other things such as teach, mentor, write proposals, work on unfunded research, etc.*
- What are other allowable sources - are 182 and 171 accounts eligible?

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- So can a person on 9 months put some into salary and some into FSSP? What if they can get more than 3 months of supplemental salary? *Answer: All unspent FSSP salary dollars for 9-month (less 25%) will be returned as operating dollars to spend by fiscal year end. Note: FSSP savings must be greater than \$1000.*

- If we have external grant funding that spans multiple years, are we required to participate in FSSP on a 9-month appointment, or can we just charge our summer FTE directly to our grant and bypass the FSSP. *Answer: If the faculty member is satisfied with the level of support provided by the grant during the summer, then the faculty member can elect to not participate in FSSP. Please note the FSSP program is entirely voluntary. The FSSP program is completely voluntary. However, when utilizing grant funds for salary EFFORT is a necessary consideration. The percentage of salary allocated to the grant must be equal to (or less than) the percent of time spent working on the grant. As with any other semester, there are almost always activities (ex. Mentoring grad students, working on proposals, etc.) that must also be accounted for. This is done by allocating a portion of salary/time (via payroll distribution) to a separate “unrestricted” source (salary savings, IDC, residual, etc.).*

While participation in the FSSP is voluntary it one way to account for these activities. The FSSP program also provides:

- 1. Flexibility for projects dates that may not coincide with the summer semester.*
- 2. Accrual of salary savings to be used during the summer and account for those activities that are not directly related to specific grants.*
- 3. Faculty the choice/flexibility in a Summer appointment, by ensuring the department has resources to cover essential activities/assignments.*

- Can you clarify what a "special appointment from a department" is? Does the department pay for this? *Answer: Special appointments are specific assignments vital to the department's mission, with the 9mth conversion there may also be gaps created by reduced personnel during the Summer semester. "Special appointments" will be funded by the department covered by the 25% retained as part of the FSSP program. Since FSSP is voluntary, the amount of resources available will be dependent on the amount of faculty participation in the FSSP program.*
- If we convert now, does the three-year moratorium on merit raises begin in 2021? So we would be eligible for merit raises again in 2024? *Answer: The three-year moratorium on merit raises would be through August 15, 2024. It does not include promotion increases. You will still get those during the 3-year period.*
- Is institutional base salary the same thing as state salary? *Answer: Yes. ISB is synonymous with annual compensation rate.*
- Can royalties be used for summer salary? *Answer: GermPlasm funds are allowable sources*
- Will we be able to come back to a 12- month appointment or is this a final decision? *Answer: If you convert it is a final decision. There are no plans to allow a conversion back to 12-months unless you accept an administrative appointment*

- Is this the last chance to convert to 9 month? *Answer: Yes, this is the only planned mass conversion opportunity. Special exceptions may be made at a later date with consultation and approval by Deans and VP.*
- Does IFAS have a target for converting faculty? *Answer: There is no target*
- How long should we expect the Extension Dean's approval to take? *Answer: The decision by the Extension Dean will be done before the deadline of May 15.*
- September is the date for program dollars for 12-month faculty and May would be the sweep of those funds. *Answer: For 9-month faculty, 75% of the salary savings will be returned as summer salary, unless requested otherwise. Any overage in excess of a summer term will be returned as program dollars in August to be spent by the fiscal year end. For 12-month faculty, 75% of the salary savings will be returned as program dollars, to be spent by the fiscal year end.*
- Does the extra summer salary get factored into calculations for retirement payouts? *Answer: Yes -- retirement is based on salary received.*