

College of Agriculture and Natural Resources Summer Salary Policy Effective March 2018

The College of Agriculture and Natural Resources summer salary policy places a maximum duration that AY faculty may support their summer salary at 2.5 months, no exceptions, regardless of funding source(s).

Basis of decision:

- I support and encourage faculty within the College to take advantage of the vacation benefits they are afforded on a recurring basis. Given the work demands which we face in our different roles, a healthy approach to balancing those demands is to take periodic breaks from work. A minimum of two-weeks vacation is needed.
- Additionally, consistent grant-supported summer salary greater than 2.5 months, over consecutive years, has resulted in faculty filing indefensible effort reporting to granting agencies. Under any potential audit, the College would not realistically be able to defend effort reporting that suggests individuals have not taken essentially *any vacation*, other than university closures, for multiple years. It is important to remember the faculty member whose effort reporting indicates no vacation over multiple years is placing not only him/herself in jeopardy, but also the unit, the college, and the university.
- The purpose of this policy is to protect both faculty members and the institution from the consequences of violating the conditions of almost all governmental grants/contracts, and some private ones. Audits at other universities have resulted in disallowances and financial penalties for those paid 100% in the summer, but did not perform 100% of their professional duties during the summer on the projects funding the summer appointment.



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