

**FROSTBURG STATE UNIVERSITY
COMPENSATION FOR SPONSORED PROJECTS**

I. PURPOSE

The University seeks to establish a compensation policy when University personnel, including faculty, are engaged in grant-supported project in lieu of normal work duties.

II. POLICY

- A. When the scope of a grant-supported project is such that University personnel must be released from a portion of normal university duties in order to adequately carry out that project, funds shall be requested from the granting source to pay for the reassigned portion of an employee's time.
- B. That portion of an employee's normal institutional salary that is freed through grant funds will be used to hire replacement personnel as needed to perform the duties from which the grant-supported employee has been released.
- C. University personnel may not request salary compensation from a grant in excess of his or her normal salary.
- D. If the granting agency does not allow for the recovery of salary, the employee must either incorporate the additional work into his or her schedule or must secure reassigned time from a supervisor, dean or other authorized person.
- E. This policy does not apply to professional consulting activities or teaching activities at other universities for extra compensation (see BOR II 3.10 and 3.20).
- F. This policy does not apply to grant-supported work conducted during summer months by faculty who are on academic year (10 month) contracts. Faculty may earn up to their normal rate of pay for the summer period in question as allowed by the granting agency.