

Clayton State University Senate Minutes

Faculty Senate Meeting Minutes

Date: Sept. 28, 2026

Time Called to Order: 11:15 AM

Location: UC 260 and Microsoft Teams

Presiding Officer: Dr. David Peña, Chair

Senator Attendance

Present:

Arts & Sciences: Antoinette Miller, Michael Lindsay, David Peña (Chair), Erica Gannon (Secretary)

Business: Anthony Hannah, Stacey Reynolds, Christie Burton, Kate Cotter-Reilly

Health: Hae Ryong “Harry” Chung, Kendolyn Smith

STEM: Stephen Burnett (Vice-Chair), David Murray-Stoker, David Williams, Caroline Sheppard, Vivian Padin-Irizarry

Library: Adam Kubik, Erin Nagel

Absent:

Arts & Sciences: Eugene Ngezem

Health: Crystal Marchant, Kimberly Campbell

General Attendance

Teams: Arianne Adams, Andrea Allen, Jennie Bergen, Marcia Bouyea, Eric Bridges, Lindsay Chandler, Briana Christensen, Andre Clanton, Shannon Cochran, Elicia Collins, Kate Cotter-Reilly, Shirnelle Council, Corlis Cummings, Mesa Davis, Deborah Deckner, Kitty Deering, Martha Fairley, Elnora Farmer, Kandice Fowlkes, Antoinette France-Harris, Sonya Gaither, Nichelle Gause, Christina Grange, Pinar Gurkas, Nayab Hakim, Feechi Hall, Anthony Hannah, Jonathan Harris, Ceimone Henderson-Strickland, Laura Herndon, Dwayne Hooks, Damika Howard-Wayne, Jeff Jacobs, John Keener, Stephen Klusza, Christopher Kodani, Elliot Krop, Mary Lamb, Michael Lindsay, Samuel Maddox, Joshua Meddaugh, Paul Melvin, John Meyers, Antoinette Miller, Keith Miller, Jada Mitchell, Michelle Nelson, David Newton, Mario Norman, Vivian Padin-Irizarry, David Pena, Sherna Phillips, Leah Pieper, Vierende Placide,

Junfeng Qu, Stacey Reynolds, Mya Richardson-Echols, Jermaine Rolle, Board Room, Jessica Rose, Hae Ryong, Matthew Sansbury, Caroline Sheppard, Kendolyn Smith, Randall Snell, Ashlee Spearman, LaTrika Staples, Terri Summers, Naquilla Thomas, Carol White, David Williams, Tammy Wilson, Juleen Woods, Karen Young

Note: Names of those in Teams and attending in-person are provided in both areas. In person attendance sheet attached.

Agenda

1. Introduction of Senators

- a. Roll call of Senators; attendance noted
- b. Quorum reached 17/20

2. Approval of Minutes

- a. Senator Miller moved to approve minutes from the Sept. 14th, 2026 meeting; Senator Burnett seconded. Motion approved unanimously.

3. Standing Committee Reports – Senate Representatives 2026/2027 AY

- a. University Curriculum Committee
No updates at this time. Next meeting is Oct. 16, 2026, at 12:30 pm, UC 260 and on Teams. They will meet twice a month moving forward.
- b. Academic Policy Committee
Meeting Oct. 2, 2026; a chair has been elected (Dimitri Beznosko will remain as chair).
- c. Faculty Affairs Committee
Next meeting Oct. 5, 2026, at 12 pm on Teams
- d. Student Affairs Committee
Next meeting Oct. 5, 2026, at 11:30 am on Teams
- e. Graduate Affairs Committee
Met on Sept. 14, spent majority of the time discussing changes to the graduate financial aid landscape (with a rep. from Financial Aid). MAT was approved to change their admissions criteria so they can be more competitive with other programs in the USG. There were also a few curriculum changes approved to the dual MBA/MPA program.

4. Action Items-Faculty Credentials Language Update in Hiring Guide

- a. Updated language on faculty credentials in hiring was sent from Dr. Furlong to the Senate; updates were made to be in compliance with SACS/USG. The changes were made to ensure that faculty who do not have the typically required degree, but do have work experience, could potentially be hired.
- b. Senator asks if the updated credentials are sufficiently adaptable to potentially deal with a switch in accreditors if that happens in the future, and whether that was a motivating factor for these changes. Dr. Furlong

indicates it wasn't a motivating factor. Changes were spurred by a presentation made by the new SACS President addressing "myths" in SACS, in which he pointed out that 18 graduate hours are not actually a faculty credentialing requirement from SACS. She did note that this language likely is adaptable to other accrediting bodies, but of course the language that

- c. Senator Miller moved to endorse the updated language, and Senator Lindsay seconded. Motion approved unanimously.

5. Remarks and Q&A – Dr. Georj Lewis, President

- a. Reminder that the Faculty Staff fund drive will be Oct. 5th-30th; hot dog rally will be Oct. 8th at lunchtime (11:30 am).
- b. There is a sole finalist for the Chancellor position, Thomas Channing. There does have to be a vote by the Regents for that position to be approved, but Dr. Lewis is uncertain of when the vote will take place. Next USG BOR meeting is in Athens, Oct. 5th-7th.
- c. President reviews Good News (more details in his PowerPoint presentation-attached). CSU and APS signed an MOU to launch Atlanta Early College (AEC) at CSU. Students will get some experiences on our campus, and these are very successful students who are academically focused. CSU ranked #21 again in Top Performers on Social Mobility, among Regional Universities in the South; we were ranked #1 in Georgia in this category (U.S. News & World Report). Social Mobility Summit was Friday, Sept. 25, and about 120 people attended; there were presentations from CSU faculty as well as a student panel, and it was covered by multiple media outlets.
- d. Discussion: Senator asks about the President's thoughts on the incoming Chancellor-elect. President indicates that a previous chair of the board said he feels good about the hire and that we will be in good shape as a state with this person running our university system. Another Senator notes that on the news there is discussion of student loans being cut for certain majors, such as education. Dr. Lewis notes that he is not aware of specific legislation on this. Dr. Drake notes that it has to do with your earnings vs. the cost of your degree, so it is not major dependent so much as it is about your earnings in relation to your college degree cost. After some research, Dr. Drake finds an article that indicates that the rule was finalized July 1 and she will share an article that details the changes. That article is linked here: <https://www.ed.gov/about/news/press-release/us-department-of-education-issues-final-rule-hold-all-colleges-and-universities-accountable-low-earning-programs>. CSU is considered to be affordable in terms of our tuition, so this rule is less of a concern than for some more expensive colleges and universities. Another Senator raises the question of why Kennesaw is charging less tuition than CSU. Dr. Lewis indicates that should not be the case, but also there are different factors that go into the overall cost. Another Senator notes that, looking online, it appears our tuition cost

per hour is actually cheaper, but fee structures are different, which may account for the cost differences.

6. Remarks and Q&A – Dr. Jill Drake, Provost

- a. Annual academic administrator review—deans and provosts will undergo the 360 review this year, as they are reviewed during even-number years. On schedule to have the reviews out to faculty on Oct. 1st and they will have until Oct. 15th to complete them.
- b. More conversations are being had lately regarding double majors, which has contributed to a review of policy around Residency requirement. Policy said for dual degree programs, residency hours had to be separate, but after review of SACS and USG policy, it appears that is not required. New language has clarified this to explain that students doing dual degrees don't have to do an *additional* 30 hours of residency. The Provost's office will forward the language to Academic Policy Committee for review.
- c. A pilot agreement has been executed with TheaAI, a personalized learning platform designed to improve student mastery and retention. It designs study tools. This semester they are giving it to some students for free as part of the pilot project, but moving forward its use would require additional funding.
- d. Another challenge presented by AI is academic honesty. VP Pete and the College of Business are doing a pilot with HonorLock, which says it has better solutions to combat academic dishonesty. The pilot will last until the end of June to determine whether it is a better solution. All assessments are live proctored so if there is an alert, then a proctor jumps into the student's session to discuss the issue in the moment. The downside is the cost—it is about 3 times the cost of what we are currently using (Respondus). VP Pete feels like it may be a good time to step away from Respondus and change what is being used, as students have learned ways to get around the Respondus requirements. A Senator comments to note that there are hacks for HonorLock as well, if one looks online.
- e. A faculty member asks about the previous Studiosity pilot; the tool focused more on writing and so was different than HonorLock. Dr. Drake notes that there were positives, such as an increase in students' willingness to seek help from the Writers' Studio, and students endorsing greater self-efficacy on their studies and their ability to improve. Studiosity wants to extend the pilot, but Dr. Drake doesn't want to do so until we determine how its ongoing use would be paid for. Dr. Walley-Jean notes that faculty also need a longer runway for implementation with Studiosity—while designing their syllabi, faculty must think about how they will use it and make a plan for its use, etc.
- f. A Senator notes that he received a question from a group of colleagues in the College of STEM: They asked about the difference in part-time pay rates between a faculty overload and a part-time instructor. They reported that

part-time instructor pay has been increased but that faculty overload pay has remained the same. Is that true and what are the reasons for that discrepancy? Dr. Drake explains that it is not the case that the part-time faculty pay is higher than the faculty overload; some of the confusion may be that the Emeritus part-time faculty (10 years or more) are paid \$3500/course rather than the \$3000/course for regular part-time faculty (while full-time faculty overload is \$3250/course).

- g. President Lewis adds that soon, there will be an email to some constituencies on campus (such as Faculty Senate) coming from the USG about evaluating the President.

7. Guest Speaker-Dr. Ceimone Strickland, Special Assistant of Institutional Affairs and Compliance

- a. Dr. Strickland shares an updated grant application submittal process. A clear process helps protect the institution and allow for adequate review time from the institution. See attached “Grant Application Submittal Process” handout for details (copies were also shared in the meeting). The Biggest change is the mandatory 10-business days for draft to be submitted to Grants and Research Office before the sponsor deadline. There is an expedited process for simpler grants, such as those that don’t require hiring staff, faculty compensation, or matching funds, or those that are a repeat award, for example.
- b. Dr. Strickland is also proposing changes to the language of the compensation policy. See attached “Draft Sponsored Projects Compensation Policy” handout for details (copies were also shared in the meeting). This change is being driven by the current administration’s increased focus on the requirements around Federal grants under the Policy “2 CFR Part 200”, which is the federal grants framework for administrative requirements, cost principles, and audit requirements. A major area of focus is on “allowable and reasonable” compensation, meaning that salary amounts are supported by records of actual work performed during the award period. Our institution did not previously have a University-specific policy so this is being brought to Faculty Senate for review before it is being submitted to the University Policy Committee.
- c. Some important points—supplemental pay is the exception for grant recipients (course release is preferred), and anything over 25% of your base pay would need special approval and review. Supplemental pay must be approved, and Deans have the right to say no; it is not automatic.
- d. A Senator explains that some faculty members told him there was some confusion about how the maximum supplemental pay percentage is calculated—on their 9-month vs. 10-month salary, resulting in a lower possible supplemental pay amount for grants. Dr. Drake explains that, according to HR, we are 10-month contract faculty. The USG has 9-, 10-, and 12-month positions, and faculty have been in the 10-month category for

some time (since around 2019) so any forms that indicate that we are 9-month faculty are inaccurate. The Senator also asks about how Health Insurance factors into the calculation, and Dr. Strickland-Henderson indicates that she will find out the answer to that.

- e. A faculty member notes that involving the Accounting department in pre-award discussions is helpful—there is a box that can be checked on the submission to the Grants and Research Office so faculty can obtain help with budgeting.

8. Discussion:

- a. Martha from CELT explains there will be a workshop on employers' expectations of AI (flyer attached).
- b. The Chair received a request for a discussion about evaluating AI-assisted academic misconduct, specifically around examining appropriate evidence standards for AI plagiarism and cheating, alongside practical guidance for faculty on collecting and submitting documentation. One Senator notes that it would be helpful to have guidance in this area, and another Senator notes that it would be useful to have The Office of Student Conduct present on this, and one of the issues is that this is changing rapidly and it is difficult for us to keep up. Another Senator adds a link in the chat to a recent MIT report on dealing with this issue in academia; many of their suggestions involve increasing in-person class time, increasing projects and oral exams, etc. The Senator notes that many of their suggestions would be difficult to implement, and we need to consider what problem we are trying to solve. A Senator notes that her concern is situations where it is very clear that they have taken the AI-work and passed it off as their own; requests that the Office of Student Conduct clarify where the line is drawn and back us up on assigning a 0.
- c. Dr. Dean notes that he has been in contact with other VPs of Student Affairs about how they are handling these situations. He also shares that in the 2025-2026 academic year, there were 118 academic misconduct cases and 3 appeals, one of which resulted in a reversal of the finding. Dr. Dean would like to present along with Dr. Clanton once they have more time to prepare and can provide a presentation to faculty. Dr. Dean emphasizes the importance of faculty meeting with a student before submitting an Academic Misconduct claim. Dr. Walley-Jean notes that it is important to clarify the content and what they are being accused of doing. A Senator notes that he has not submitted claims because he is concerned that he won't be backed up or supported and doesn't feel that it is worth his time. It feels like a waste of time for faculty to have to do all the documentation that is necessary to submit a claim, especially if they feel they will not be supported.
- d. A Senator emphasizes that this should be framed as an academic issue and addressed in the grading rubric, and violations should be used as a teaching opportunity with students.

- e. Another Senator discusses his own experience with the Student Conduct process from last Fall, when 8 out of 22 students used AI in an unauthorized way. First contacted the students individually by email and gave them the option of going through the student conduct process. All 8 admitted responsibility; 6 of them did not repeat that infraction, so most learned something from the interaction.
- f. Another Senator notes that AI cheating can potentially lead to damaging CSU's reputation. Whatever policy we have, faculty need to be supported. He mentions a situation where he submitted paperwork and it was found not to be a violation; thus, he found the process to be a waste of time. An administrator asked a question about what the goal is with the conduct process, and what faculty would like to happen in these situations. The Senator indicated that he would like to establish when a student has committed some academic misconduct for the purpose of making sure that, if it occurs again in another class, the penalty will be more severe and that students cannot continue to cheat in different courses and receive few consequences.
- g. Dr. Dean says there needs to be some education around the student conduct process, which has to be in line with USG policy. Also wants to note that often Dr. Clanton is not the person adjudicating the cases, but a faculty member is doing so. He would like to have discussions with Dr. Clanton and do a presentation later.
- h. Dr. Peña reports on Faculty Council meeting: the Board of Regents has an interest in AI and wants to ensure that there is robust policy around AI. The previously mentioned salary survey is on hold for the moment, but the chair is going to ensure that the salary study eventually happens. The Council will bring up with a new Chancellor the fact that the AAUP has censured the USG regarding our tenure policy. He reports there was discussion about how the BOR and Chancellor are very business-heavy and have that business perspective in their decision-making, for example focusing on career readiness over other virtues such as civic engagement.

9. Adjournment

Agenda was completed, so meeting adjourned.

Time Adjourned: 1:06 PM

Minutes Prepared by: Erica Gannon, Faculty Senate Secretary

Date: Sept. 28, 2026

Date:

Name	Senator (Yes / No)
Steve Burnett	Yes
David Murray-Stecher	Yes
Christie Burton	Yes
Reza Kheirandish	No
Michelle Furlong	No
MICHAEL LINSAY	Yes
Adam Kubik	Y
Erin Nagel	Y
Antoinette Millee	YAAAAA!
Enca Gannon	Y
Takeem L Deen	N
James Pete	N
J. Celeste Walley-Jean	N
Jill Drake	N
Geon Lewis	N
Cernode Struckland	N
David Peña	Y

President's Report

Faculty Senate
September 28, 2026

USG, CABINET AND PRESIDENTS CABINET UPDATES

- Faculty/Staff Fund Drive October 5th-30th
 - Hot Dog Rally October 8th
- BOR Regents Meeting in Athens October 5-7
- BOR of Regents Names Thomas A. Fanning Sole Finalist for USG Chancellor

CHAKA KHAN/GOOD NEWS

- Clayton State University and Atlanta Public Schools Launched Atlanta Early College (AEC) at Clayton State University
- Clayton State University ranked **#21** *again* in Top Performers on Social Mobility among Regional Universities in the South by U.S. News & Worlds Report (**#1** in Georgia in this category)
- Jennifer Jimenez Hernandez (student-accounting major) was selected to join NASA's L'SPACE Mission Concept Academy as a Program Analyst
- Social Mobility Summit

Provost's Report

Faculty Senate
September 28, 2026

PROVOST'S REPORT

360⁰ Academic Administrator Review

- The 360⁰ review process academic administrator evaluation will start on October 1, 2026 and will close on October 15, 2026.
- The policy specifies that Deans and the Provost are reviewed during even-number years.

Correction in Residency Requirement Policy

- Hours must be separate for different degrees
- Added definitions to help student distinguish between degree types

Academic Innovation and Artificial Intelligence

- A pilot agreement has been executed with TheaAI, a personalized learning platform designed to improve student mastery, retention, and academic success.

CLAYTON
STATE
UNIVERSITY



THANK YOU!



Why We Need Clear Grant Parameters

Heightened scrutiny around grants means we need a consistent review process before the University commits funds, salary, staffing, matching, or other resources.

Policy purpose

Promote responsible use of sponsored funds while establishing a consistent process for reviewing and approving grants.

Clear parameters help protect the institution, support faculty and staff, and reduce last-minute approval concerns.



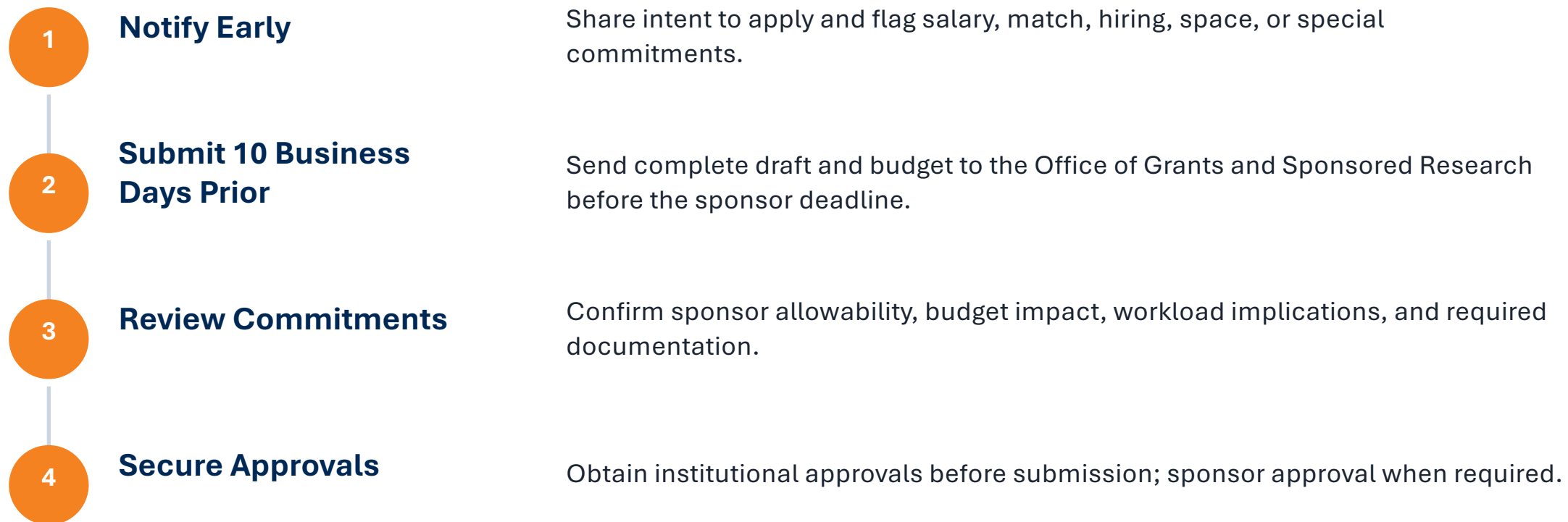
**Review
Before
Commitment**

Compensation • Matching • Hiring • Space •
Institutional commitments



New Process for Grant Review

Proposals with compensation, matching, hiring, or other institutional commitments need early review and documented approvals.



Bottom line: No grant submissions or commitments should move forward before the appropriate review, approvals, and sign-offs are complete.



Federal Context: 2 CFR Part 200

2 CFR Part 200 is the federal grants framework for administrative requirements, cost principles, and audit requirements. For compensation, § 200.430 focuses on **allowable, reasonable salary charges supported by records of actual work performed during the award period.**

- Compensation must be based on services rendered for the federal award.
- Salary charges must be supported by accurate time-and-effort documentation.
- Extra-service or supplemental pay must comply with written policies, sponsor terms, and institutional approval requirements.

Proposed federal update

In May 2026, OMB and federal agencies published a proposed rule to revise 2 CFR. The proposal emphasizes transparency, accountability, and oversight, and would recast the Uniform Guidance as a government-wide federal assistance regulation if finalized.

Planning implication

CSU should keep grant review processes conservative, documented, and approval-driven while federal requirements continue to evolve.



New Sponsored Projects Compensation Policy

Key policy points for proposals and awards

- Grant funding does not automatically justify pay above institutional base pay.
- Release time or reassigned workload is preferred during the academic year.
- Supplemental pay is an exception for work outside and beyond the normal full workload.
- Academic-year supplemental pay over 25% of IBP is strongly discouraged and requires heightened review.
- Requests above 25% require written justification plus Dean, Provost, and Cabinet-level approval.
- Nine-month faculty summer salary may be allowed, subject to the 33 1/3% limit and sponsor rules.
- All compensation must be allowable, approved, documented, and tied to actual effort.

25%

**review threshold
not an entitlement**

**Before proposal
submission**

Grant Application Submittal Process

Proposal Routing, Review, and Institutional Approval

Proposal Routing (Approval)

All proposals seeking sponsored funding on behalf of Clayton State University must be reviewed by the Grants and Research Office and routed for institutional approval through ServiceNow before submission to the sponsor. The proposal, budget, and all required supporting documents must be complete when submitted for review.

Required Institutional Approvals

Required approvals include the Investigator/Project Director/Principal Investigator, Department Chair/Dean, Senior Budget Analyst, Provost, Vice President for Business and Operations, and University President. Proposals seeking funding from a corporation or foundation require Advancement Services review and approval.

Standard Submission Timeline

Standard deadline: Complete proposal materials must be received by the Grants and Research Office at least 10 business days (approximately two weeks) before the sponsor/grantor deadline.

Timing	Responsible Party	Action
10+ business days before deadline	PI/Project Lead	Submit complete proposal package to the Grants and Research Office for review.
During review period	Grants and Research Office	Review sponsor requirements, budget, institutional commitments, compliance needs, and routing readiness; return revisions as needed.
Before sponsor deadline	PI + Institutional Approvers	Complete ServiceNow routing and obtain all required institutional approvals before external submission.

Expedited Review Process - Simple / Low-Complexity Proposals Only

Expedited review is an exception to the standard 10-business-day process and may be used only when the Grants and Research Office determines that a proposal is low complexity. A complete expedited proposal must be received at least 5 business days (approximately 7 calendar days) before the sponsor deadline.

A proposal may qualify for expedited review when it is straightforward and generally includes:

- No employee supplemental compensation, summer salary, course release/reassigned time, or other salary changes.
- No required matching funds, cost sharing, or institutional cash/in-kind commitment.
- No subawards, subcontracts, or pass-through funding to another organization.
- No major equipment purchase, construction, renovation, space commitment, or significant facilities impact.
- No new positions, hiring commitments, or substantial ongoing staffing obligations.
- No human-subjects, animal-subjects, export-control, biosafety, or other specialized compliance review that must be resolved before submission.
- No unusual sponsor terms, intellectual-property provisions, data-security requirements, or complex contractual conditions.
- A simple budget and scope of work with no significant institutional commitments beyond the project period.

The Grants and Research Office has final authority to determine whether a proposal qualifies for expedited review. Expedited status does not waive ServiceNow routing, required signatures, budget review, compliance review, or any other institutional approval.

Late or incomplete submissions may not be eligible for institutional review or submission. Sponsor deadlines do not override the University's internal review and approval requirements.

Sub-Award Proposals

When Clayton State University will participate as a subrecipient under an award issued to another institution or organization, the CSU faculty or staff member must prepare the required internal proposal materials, including the planned activities and budget, and route the proposal through the same institutional review and approval process. Subawards are considered complex proposals and are not eligible for the expedited review process.

Unofficial Proposals

All sponsored funding proposals submitted on behalf of the University must follow the established review and approval process. Proposals submitted outside the institutional process may not be authorized or accepted by the University.

Type of Policy: Administrative

Policy No:

Effective Date: 8/1/2026

Last Reviewed Date:

Next Review Date:

Administrative officer: Dr. Ceimone Henderson-Strickland

Policy Owner: Office of Grants and Sponsored Research

Contact Name: Dr. Ceimone Henderson-Strickland

Contact Title: Special Assistant of Institutional Affairs

Contact Email: chendersonstrick@clayton.edu

Reason for Policy

Clayton State University is committed to responsible stewardship of sponsored funds and to compensation practices that are allowable, reasonable, consistently applied, properly approved, and supported by documentation of the work performed. This policy establishes concise requirements for salary charged to sponsored projects, faculty release time, summer salary, and limited supplemental compensation.

Policy Statement

Compensation from a grant or sponsored project does not, by itself, justify compensation above an employee's institutional base salary (IBS). For faculty during the academic year, release time or reassignment of workload is the University's preferred method for supporting sponsored-project effort. Supplemental compensation is an exception and is not guaranteed merely because a grantee/sponsor permits or budgets it.

All sponsored-project compensation must be allowable under the award, consistent with University and University System of Georgia (USG) requirements, based on the employee's established salary rate, and supported by time-and-effort documentation that accurately reflects the work performed.

Policy Scope

This policy applies to faculty, exempt staff, principal investigators, co-investigators, and other University employees whose salary or effort is charged or committed to a sponsored project.

Governing Compensation Principles

Under Board of Regents (BOR) Policy 8.3.12.5, extra compensation may be paid only when the work is performed in addition to the employee's normal full workload, does not interfere with regular duties, is performed outside the employee's regular responsibilities, and is approved in accordance with applicable institutional and University System of Georgia (USG) requirements. Sponsor terms and federal requirements, including 2 CFR 200.430 when applicable, also govern sponsored-project compensation.

- The source of sponsored funding does not, by itself, justify an increase in regular salary or additional compensation.
- Compensation must reflect actual work and effort devoted to the sponsored project and be supported by appropriate records.
- Approval of a proposal or sponsored-project budget does not create an entitlement to supplemental compensation.

Institutional Base Pay and Forms of Compensation

Institutional Base Pay (IBP) is the compensation paid by the University for an employee's regular institutional appointment. For faculty, IBP reflects the regular appointment and assigned mix of instruction, scholarship, service, administration, and other institutional responsibilities. IBP excludes one-time supplemental payments, extra-service compensation, overload pay, bonuses, honoraria, and other non-recurring compensation.

Sponsored-project compensation generally falls into one of the following forms:

- Salary allocation/release time: a portion of regular IBP is charged to the sponsored project in proportion to documented effort, with corresponding reassignment of institutional duties when appropriate.
- Supplemental or extra-service compensation: additional pay for approved work that is outside and in addition to the employee's normal full workload and regular responsibilities.
- Overload compensation: pay for approved teaching beyond the regular teaching assignment. Overload is governed by applicable academic and USG policies and is distinct from sponsored-project supplemental compensation.
- Summer salary: compensation paid to eligible academic-year faculty for work performed outside the regular academic-year appointment period.

General Compensation Requirements

- Salary charged to a sponsored project must correspond to actual effort devoted to the project and may not duplicate compensation for the same work or time period.
- Sponsored-project work performed as part of an employee's normal University assignment is ordinarily compensated through the employee's regular salary, including release time or reassigned workload when appropriate.
- All compensation and committed effort must be reported through the University's applicable time-and-effort process and supported by payroll, appointment, and project records.

Faculty Compensation During the Academic Year

The University's preferred method for supporting sponsored-project work during the academic year is release time or reassigned workload when the work falls within the faculty member's normal appointment period.

- Release time/reassigned workload is preferred. Research and similar sponsored activities should ordinarily be accommodated through a proportionate reduction in teaching or other assigned duties rather than additional pay.
- Supplemental or extra-service pay is an exception and may be considered only when the sponsored work is clearly outside and in addition to the faculty member's normal full workload, does not interfere with regular duties, is consistent with institutional compensation practices, and is allowable by the sponsor.
- Proposed supplemental pay from sponsored funds is discretionary and must receive required institutional approval, including Dean and Provost (or designee) approval as applicable, before proposal submission. Sponsor approval must be obtained when required.
- Approval of a grant budget does not create an entitlement to supplemental pay.

Academic-Year Supplemental Compensation Review Threshold

During the academic year, sponsored-project supplemental compensation exceeding 25% of a faculty member's IBP is strongly discouraged and is subject to heightened institutional scrutiny. The 25% threshold is an institutional review threshold, not an automatic entitlement or a representation of a USG-wide compensation cap.

A request above 25% must include written justification demonstrating the exceptional need for additional compensation, the duties to be performed beyond the normal workload, the anticipated effort and period of performance, sponsor allowability, and confirmation that regular University responsibilities will not be adversely affected. Such requests require Dean and Provost review and Cabinet-level approval before the University authorizes the compensation or commits to it in a proposal.

Nine-Month Faculty - Summer Compensation

- Nine-month faculty may receive summer salary for sponsored-project work performed outside the regular academic-year appointment period when permitted by the award and approved by the University.

- Total compensation for full-time summer employment may not exceed 33 1/3% of the faculty member's regular nine-month compensation for the preceding academic year. Sponsored-project charges must also comply with sponsor salary limitations and applicable federal requirements.

Approval and Monitoring

- The Office of Grants and Sponsored Research will review proposed compensation during proposal development and institutional routing.
- The PI, department/college, and responsible administrative offices must ensure that salary charges and time-and-effort records remain accurate throughout the award and submit copies with final grant reporting documentation. Material changes in effort or compensation require review and approval before implementation.

References

- 2 CFR § 200.430, Compensation - Personal Services (including IHE salary basis, extra service pay, periods outside the academic year, and documentation standards).
- USG Board of Regents Policy Manual § 8.3.12.3, Summer School Salaries; § 8.3.12.4, Research, Saturday Classes, and Off-Campus Continuing Education; and § 8.3.12.5, Extra Compensation.
- USG Business Procedures Manual § 5.3, Employee Pay, including § 5.3.4, Summer Faculty Compensation, and other applicable employee-pay provisions.



OFFICE OF RESEARCH AND GRANTS

FAQ's ON GRANT COMPENSATION

1. Does winning a grant mean I receive extra pay?

No. Grant funding or an approved budget does not automatically increase your salary or guarantee supplemental pay.

2. What are my normal faculty responsibilities?

Your appointment may include teaching, advising and mentoring, research and scholarship, professional development, curriculum development, University service, and assigned administrative duties. Duties vary by appointment and workload.

3. How is grant work normally compensated?

During the academic year, release time or reassigned workload is preferred. A portion of your regular salary may be charged to the grant based on documented project effort.

4. When may I receive supplemental pay?

Only as an approved exception for work outside and in addition to your normal full workload that does not interfere with regular duties and is allowable by the sponsor.

5. Does working evenings or weekends qualify?

Not by itself. The work must be outside your regular responsibilities and meet all supplemental-pay requirements.

6. Can I be paid twice for the same work?

No. Grant charges must reflect actual project effort and may not duplicate pay for the same work or time period.

7. What is institutional base pay (IBP)?

Pay for your regular University appointment; it excludes one-time supplemental pay, extra-service pay, overload, bonuses, and other nonrecurring payments.

8. Is there a supplemental-pay review threshold?

Yes. During the academic year, faculty supplemental pay above 25% of IBP is strongly discouraged and receives heightened review. This is an institutional review threshold, not an automatic entitlement or USG-wide cap.

9. What if my request exceeds 25% of IBP?

Submit written justification of the exceptional need, duties beyond normal workload, expected effort and dates, sponsor allowability, and no adverse effect on regular duties. Dean, Provost, and Cabinet-level approval is required before authorization or proposal commitment.

10. Can nine-month faculty receive summer salary?

Yes, for approved grant work outside the academic-year appointment. Full-time summer pay cannot exceed 33 1/3% of the preceding academic year's regular nine-month pay; sponsor limits also apply.

11. Can twelve-month employees receive extra pay?

Only as an approved exception for qualifying work beyond the normal full workload and regular responsibilities, consistent with University and sponsor requirements.

12. Is teaching overload the same as grant extra pay?

No. Teaching overload follows separate academic and USG rules and is distinct from sponsored-project supplemental compensation.

13. When and by whom must extra pay be approved?

Obtain required institutional approvals, including Dean and Provost (or designee), as applicable, before proposal submission; sponsor approval is required when applicable. Above-threshold requests also require Cabinet-level approval.

14. What records are required?

Document actual effort through the University time-and-effort process. Maintain payroll, appointment, and project records and submit required copies with final grant reporting.

15. What if effort or compensation changes?

Seek review and approval before a material change. Contact the Office of Grants and Sponsored Research during proposal development and before implementing award changes.

THE FUTURE OF WORK STARTS HERE



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IDEAS
SKILLS
OPPORTUNITIES
**A BRIGHTER
TOMORROW**

AI IN INDUSTRY PANEL

*Preparing Students for an
AI-Driven Workforce*



WEDNESDAY,
OCTOBER 14, 2026



12:00 p.m. – 1:30 p.m.



Location: L200

Artificial intelligence is reshaping nearly every profession. Join industry leaders, employers, faculty, and students for an engaging discussion about preparing graduates for success in an AI-enabled workforce.

EXPLORE QUESTIONS SUCH AS:



What AI skills will employers expect from graduates?



How is AI transforming today's workplace?



How can faculty prepare students for future careers?



What competencies matter beyond simply using AI?

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