

GCCP Example

Here is an example to show how the GCCP program could work for a specific case. Although we have tried to make this as accurate as possible, you should consult with your MSO and GCCP guidelines to determine the exact numbers for your own possible participation.

Consider Professor Q, who earns \$90K with a 9-month appointment (\$10K/month). She normally funds two months of summer salary from two different NSF grants¹, making her total annual salary \$110K. Each grant pays for one month and each budgets \$10K in salary plus benefits and overhead. One of Q's NSF grants is expiring soon and she wishes to write a new grant that will include enough funding for her to increase her UC salary by 10% through the GCCP. Her new salary is subject to approval by the University and is termed her *Total UC Salary Rate* and the salary increase is termed a *negotiated salary increment*.

Her new salary is thus \$11K/month². In her new grant she bills for 1 month of summer salary at \$11K. She also bills for 0.818 months of *non-summer salary*. This provides \$9K ($0.818 = 9/11$ and $9/11$ of \$11K is \$9K). This provides enough funds to increase her nine months of UC salary from \$10K to \$11K/month. Thus the new grant budgets for \$20K in salary (plus benefits and overhead), assigned to 1 month of summer salary and 0.818 month of non-summer salary.

A complication is that a contingency fund contribution is required totaling 10% of the negotiated salary increment. This "released salary" is set aside in a contingency fund within a specified department account. Because direct payments to a contingency fund are not permitted from Federal funds, the money is taken from the UCSD supported part of Q's salary. To replace these funds, additional NSF funding is required. In Q's case, her negotiated salary increment is \$9K and thus an additional \$900 from NSF is required, plus benefits and overhead. This can be achieved by adding an additional 0.0818 months ($0.0818 = 900/11000$) of non-summer salary to the NSF budget. Thus the new grant budgets for a total of \$20.9K in salary (plus benefits and overhead), assigned to 1 month of summer salary and 0.9 months of non-summer salary.

Note that her second, ongoing NSF grant will now charge \$11K for the summer salary, \$1K more than was originally budgeted. However, this is simply considered a UC salary increase, no different from a step increase, which happens quite often with no need to send a revised budget to NSF. Her total annual salary (excluding the contingency fund) including two summer salary months is now \$121K, of which \$89.1K comes from UC, \$20.9K comes from the new NSF grant, and \$11K from the ongoing NSF grant. Note that UC also contributes \$900 in additional salary, which goes into the contingency fund; thus the total UC support is \$90K, the same as it was before. *GCCP participation does not reduce the amount of Professor's Q's UC support.*

None of the money budgeted in the new NSF grant should be considered supplemental salary. Professor Q's negotiated ninth-month UC salary is now \$99K, but only 8.1 months are funded by the university ($8.1 \text{ months} \times \$11\text{K}/\text{month} = \89.1K). Thus she requires 0.9 month of non-summer salary from outside funding (NSF in this case) to make up the difference. Although her NSF support has increased, she still only charges two months of summer salary to NSF. Her situation is analogous to Researchers who fund non-summer months in this way. As far as NSF is concerned, she is paid \$11K per month, but the University supports her for only 8.1 months.

¹ We use NSF for this example, but any appropriate external funds can be used.

² For simplicity, we 9-month (AY) salaries throughout this example. However, please note that 1/12 of the AY salary is paid throughout the FY and the corresponding 1/12 rate is used for entry into the Payroll/Personnel System (PPS) and for filling out the GCCP request form, except summer salary, which is based on the 1/9 rate. Your MSO should be able to assist you in performing the necessary conversions.