

College of Humanities and Social Sciences Salary Cap Administration

Related Policies:

College of Humanities and Social Sciences Academic Year and Summer Effort on Grants Guidelines for Charging Faculty Salary to Sponsored Projects (*policy under review*)
4016 Cost Sharing
GMU [Implementation](#) of DOJ Salary Cap:

I. Scope

This policy covers researchers whose salary exceeds the limit or “cap” on the annual rate of salary reimbursement that certain sponsors will pay on sponsored projects.

II. Policy Statement

Certain sponsors, such as the National Institutes of Health (NIH), the U.S. Department of Justice (DOJ), and other funding agencies impose a limit or “cap” on the annual rate of salary they will reimburse for a given amount of effort.

When an individual's salary exceeds the salary cap established by the sponsor, the **salary cap overage** between the individual's actual salary and the maximum amount allowed under the cap for that percent of effort, must NOT be charged to another Federal or sponsored award.

Academic Year - During the academic year, the salary cap overage will be covered by the College of Humanities and Social Sciences upon approval by the Dean’s Office. The academic year salary cap overage constitutes voluntary, committed cost sharing.

In cases where the faculty member may be seeking one or more course buyouts paid by the sponsor, the grant budget must cover the entire amount needed for the course buyout(s) as stated in CHSS faculty workload policies. None of the salary cap overage paid by the College of Humanities and Social Sciences will apply to the amount needed for the course buyout(s).

Summer - During the summer, the salary cap overage must be covered by the discretionary funds (Indirect or Pool Org) of the individual whose salary exceeds the salary cap. If the salary capped individual does not have enough funds to cover the salary cap overage through their discretionary funds (Indirect or Pool Org), the summer pay will be limited to the salary cap amount paid by the sponsor.

III. Sponsor Information

NIH provides a list of current and historical salary caps at

- https://grants.nih.gov/grants/policy/salcap_summary.htm.

NIH Notice, Salary Limitation on Grants Cooperative Agreements, and Contracts

- <https://grants.nih.gov/grants/guide/notice-files/NOT-OD-16-045.html>

DOJ Limit on Use of Award Funds for Employee Compensation

- <https://ojp.gov/financialguide/DOJ/PostawardRequirements/chapter3.9b.htm>