Baylor University

Faculty Deferred Pay Frequently Asked Questions

Overview

For faculty who have elected the 12-month pay option, the Faculty Deferred Pay FAQs are designed to provide clarity and support during the transition to deferred pay by addressing common questions, explaining key information, and helping faculty understand what to expect throughout the process.

FAQs

Why does my payslip still show a "10-over-12" salary basis after August 1, 2026?

The transition to the new faculty contract structure is being implemented in phases during the 2026-2027 academic year. As a result, payroll records may continue to reflect the existing "10-over-12" designation during the transition period. This does not mean your contract conversion has been missed or processed incorrectly.

Wasn't faculty pay supposed to move to a 9.5-month model on August 1, 2026?

The transition begins on August 1, 2026, but the 2026-2027 academic year is a transition year. Rather than immediately moving to a fully implemented nine-month contract structure, faculty will move through a phased schedule during the year to align monthly and semi-monthly pay periods with the 9.5-month pay model.

How will my pay be distributed during the transition year?

The 2026-2027 transition year will be structured as follows:

- **August 1, 2026 - December 31, 2026:** Five full months under the existing 10/10 pay structure.
- **January 1, 2027 - May 15, 2027:** Four and one-half months, during which faculty will begin receiving pay twice monthly.
- **May 16, 2027 - August 15, 2027:** Only summer teaching/research pay.
- **Beginning August 16, 2027:** Faculty will fully transition to the new nine-month contract structure.

Please review the following resources:

- Faculty Pay Example Models
- Personalized Faculty Pay Modeling Tool: Enter your contract amount to estimate your expected pay distribution.

Will my base salary change because of this transition?

No. Your base salary is not changing as part of this transition. The change affects *how and when salary is distributed,* not the total amount of your contracted compensation.

I plan to fund part of my summer salary through grants. Does this transition affect that?

The transition may affect how salary is distributed across the academic year and summer months. Faculty with grant-funded summer salary should work with their department administrator and principle investigator support staff (OVPR) if they have questions about how the transition aligns with their specific grant funding arrangements.

I reviewed the Provost's communication but am still confused about how my pay is being calculated. What should I do?

First, we recommend utilizing the **Personalized Faculty Pay Modeling Tool**, which allows you to calculate your estimated pay distribution based on your contract amount.

If you have additional questions about your individual situation, please complete this **form** and a team member will contact you.

Because faculty appointments, grant funding, supplemental compensation, and other circumstances can vary, a team member can review your specific record and explain how the transition applies to you.