### Definitions for Pay
#### Faculty and Non-Classified Staff Employees

<table>
<thead>
<tr>
<th>Type</th>
<th>Description and Examples</th>
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| **Additional Appointments**  
Electronic EAF | • Additional 2nd position while holding a primary position  
• Workload on primary appointment is not reduced  
• Hours are captured for benefit eligibility  
• If benefit eligible faculty or professional, see Supplemental Pay |
| **Supplemental Pay**  
**Additional Compensation for Benefit Eligible Faculty and Professional Staff**  
Electronic EAF | • Work in addition to primary responsibilities, additional duties  
• Faculty – On-Contract additional work  
  o Teaching overload: additional classes that are not part of regular duties on an exception basis  
  o Service: i.e. mentoring  
  o Research  
• Special projects assigned as additional duties  
• Subject to Supplemental Pay policy #7195 |
| **Summer Salary**  
Electronic EAF | • Off-Contract work  
• Less than 12-month employee  
• Rate of pay may not be more than the institutional base rate if any part of salary is funded by Federal Grant (BSU policy #4440) |
| **Administrative Stipend**  
Electronic EAF | • Faculty only, for roles such as Dept. Chair, Dean, Program Director, etc.  
• Fixed annual amount  
• Min $500 |
| **Commission**  
Electronic EAF | • Restricted to approved areas and employees |
| **Honoraria and Awards**  
Electronic EAF | • Recognition and Service Awards |
| **Bonus**  
Electronic EAF | • Approved in advance by Human Resources  
• Recruitment Bonus (refer to Idaho Code 67-5309D)  
• Retention Bonus (refer to Idaho Code 67-5309D)  
• Performance Bonus (refer to Idaho Code 67-5309D) |
| **Incentive Pay**  
Electronic EAF | • Restricted to employees as part of a formalized approved program |
| **Non Wages**  
(Paid through payroll)  
*Mobile Communication Device Agreement* | • Cell Phone |
| **Non Wages**  
(Not paid through payroll)  
*Accounts Payable* | • Travel  
• Supplies  
• Boise State Awards and Recognition (BSU policy #6230) |