

POLICY STATEMENT

3 ROLF\ 6 WDWHPQVWLVXWHRQDO %DVH 6DODU\
)XQFWLRQDGH\$HDFK \$GPLQLVWUDWLRQ

5HODWHG 3ROLF\ 8 6 2IILFH RI 0DQDJPHQW DQG %XGJHWV 8QLRUP
 5HTXLUHPHQWV &RQW \$XGLWLSHTXLUHDFKQWV IRU)H
 \$ZDUGV &)5 &KDSWHU ,, 3DUW
 (IIHFWLYH 'DWH 6HSHWPEHU
 /DVW 5HYLHZHG 8S\$DWLHG
 \$SSURYHG E\ 7HUUL)LH] 9LFH &KDQFHOOHU IRU 5HVHDUFK ,QQ
 5HVSRLVLEOH 2IILFH5HVHDUFK ,QQRWDWLRQ 2IILFH

I. PURPOSE

7KH 8 6 2IILFH RI 0DQDJPHQW DQG IRUPH \$GHFLXQLVPHQWV &RVW
 3ULQFLSOHV DQG \$XGLW 5HTXLUHPHQWV(SMRHU)H,GHDDW \$ZDUQLRU
 *XLGDQFH LQFRUSRBDQWVWDXGLDQGHUHHVXLUHPHQWV DGGDWHG W
 VHUYL FHV FRPSHQVDWLRQ ZKHQ FKDUJH\$WR IHGMDWVH\WKQVHWK
 FRPSHQVDWLRQ FRVWL RHHSHRUVZRDWVSHRQJPHGJEDHQWLW\RQ)H
 DZDUGV LV DOORZ D EOHQVROQRJWRV UHQXGL EHVHQRW8QRKRUQ *XLGDQ
)XUWKHU &)5 UHTXLULV ,QVWLVXGLFDQWL RQR+ HXWDEOLVK D
 ZULWWHQ SROLF\HG XLUHPHQWVHDVH QWV D W XGLR R WIKIDVK ,ZLOO EH F
 DSSOLHG WR DOO VSRQVRRUHQGF DG B B \$VH R W HDWWW R SW UHTXLUHPHQ
 GHILQLQJ & 8 %RXOGHU

QVW WKDW FDQ EHR EKRJHGH \$HUR RUSRRQV IRU HGH \$XURMHFWV
 777 IDFXOW\ +80 -RE &RGHV

7KH SROLF\ DSSOLHQWV ZKHQ 777 ODFXISV R KBUIHGSRM HFWV ,W O
 DSSO\ WR WKHU & 8 %RXOGHU HPSORVPHQW QRFV D V LILW FIDWLRQ IXLO
 8QLYHUVLV\ 2IILFH XOWHSHRDUFK RQ V W DQG N RGHDFKQQUH RVLWLRQ

II. DEFINITIONS

\$EDGHPLF <HDU %DVH 6DODU\
 7KLV LV WKH VXP SDULGRQRFRVQVH QHW EBOHGHEYZFMDFKOW\ GXUL
 DFDGHPLF \HDU DQG FGHWHXUP LQVWVWKH DQG FV R VSRQVRRUHG SURMH
 1RUPDO VHUYL FHV HUIHGLHG QYIGG X'V W R B Q X Y & D R O P X O P L [RI WH
 UHVHDUFK RU FUHDWLYYFHZ RQNG D R Q F V G W X V F H W W K H L S L B L Q W P H Q W
 \HDU EDVH VDODU\ PD\ EH UHIHUHG WR DV O D K H W K H D F K D Q H F L S F R
 VDODU\ GRHV QRW L Q H D X G H R U D V L R Q H R L D S S R L Q W W W O W W L Y D O D U \ R U
 DFDGHPLF \HDU SR B V H G S R R I D Q V R Q V K L S B O D L B U D B S R I Q W P H Q W V D
 7KHVH DUH V H S D V D W G F D Q G S S R L Q W P H Q W V IRU 777 IDFXOW\

QVWLW XWH R D D V % 6
 7KH ,%6 IRU & 8 %RXOGHUHQV F7X7GHDV XDHVWKE D V E G H D F O L F U \ E WKH D
 \HDU SRUWLRQ RI D S R L Q V L P H Q W W D Y H F D S H D F L G F H D V K S R U W L R Q R I D Q
 SURIHVV R U V K L S D Q G R U H Q G R Z H G F K D G H V D S S R L Q W P H Q W W W O W W F D O L P X P
 R I V D O D U \ W K D W F D Q J E M K H D V X P H G H G X D Q X G G R H R Y G B V R I D Q F W H D F K L Q J

ⁱThe academic year base year is used when determining the NIH salary cap limitation.

HGXFDWLRQ DSSRLQWPHQWV PRQHWDUU DVZDUYGLV HFRSPSHUHQVDPWGRIO
WR WKH 8QLYHUVIHWYD DDBLSDLVGUDXUHQWQWKH DQRP HQGRZH
SURIHVVRUVKLSV DQV BQGGZHXUEQD WVKH VXPPHU PRQWKV

7KUH 1LQWKV 5XOH

&8 %RX OGHUXV JXLGHRZV DFDGHPLF \HDU 777 IDFXOW\ WR HDUQ
DGGLWLRQDO WQVVXPWKHIZR U%6 7KRUH LVLQ DQPV SHFGIDF PRQW
WRWDO RI RYHURQWKKIVVXPPXUUEQJ ZLWYKILQV WVKHILVDFPHO8\HDU ZKL
IURP -XO\ WKURXJK WKH IROORZLQJD-QGHRU H:KGRZB G PLSLRMQLDPM
VDODULHV DUH SDUW RI WKH WKV\VM RFIHUH FDIRQVQJ DQIGI RUDW ODOGI
EH HDUQH G IURP WHDDEKLFQJ DQIG VR B WUPHY XDFPHQL QGP ILQRVWUDWLYH
HQGRZH G DSSRLQWPHQWV WU DIFKIDQJF KDWQKEDQ QRWIKV DRW MUKH , %6

III. APPLICATION OF INSTITUTIONAL BASE SALARY LIMITATIONS

\$, QVWLWXWLRQDO, %DVR FXPQDQW DWLRQ

&8 %RXOGHUUV , %6 ILWDIORDUS RVDHGLQRIG HURVP WWSUHVHRG LD SHURLQWPH
GXULQJ WKH DFDGHPEEFVHDDU DSSFDLQHMPIHQ WHDU DSRDQWLRQ RI
DGPLQLVWUDWLYH DSDRDQWPHHQ WHDU DSRDQWLRQ FSDRIHMQRUVKLS RU
HQGRZH G FKDLU DSSRLQWPHQWV \$OO D D7DISFKIQWV FKHQW DRO D F
SRUWLRQ RI 777 IDFXOW\ KDYH DFDGHPEEFVREBEG DSDRQQWPHQWV

\$SSRLQWPHQW VDODULHV IRU 777 IDFXOWRQDZUHWKHZKIEF KVVH H&RD
DILOLDWHG DQG WQHRVHPDSSRLQWVRPHQWV HILSD B BQW DLIQFRU GV IRU
DSSRLQWPHQW ZLWYVQ &OKH B RDQ HSDVSLWQDQ DQVDFH P \$ Q , %6 SDJ
KDV EHHQ GHYHORSHG DQG LV ORFDW HGDZ IDWV BQ OV KRP E&Q 6QWV
DFDGHPLF \HDU VDO DUKHILV HXUHS/DLDRVHR DSSDFLQWDPWHQ W K HWW RWD
VDODU\

% /LPLWDWLRQV RQ)DFXOWYHG6 DQD(UW B UQDQ D F WXQG HG 3UR

)HGHUDO DJHQFLHV GHUUVXVRIK &B WRMQ, %6U DG/HWVKH FEIDQ/LQJ WKH D
FRPSHQVDWLRQ FKDUJ B B D W B D+ RZB)SHUD D DQG E VWDWH
FRPSHQVDWLRQ FKDUJHG WR WKH DZDDIG\ VIKRUXQHG ERUF RQ RLO DWH
H[SHFWHG IRU WKDQWPHHQWRQ RUV DSSRQDGH D GHDPLFX VH DVK BSSRLQW
UHIOHFWV VLPLO DUVZRG NR Q RUMHSHUDDFKWS/URM HUHIRUH &8 %RXO
GHILQHV WKH PD[L P DQ VEDHOSWR SARKDVG EDQSR QKBUHGGDZ B UGV LQ D
JLYHQ PRQWK DV WK RI WKH DFDGHPEEFV RHDSDIE D VHHI NRDUOD D\ IDYF
FKDUJH WR VSRQVRILQJGVSUPRIMH FVRQ QXV LIQ FGRQWIKQFVQLHQ ZLWK
SDLG VXPPHU SRVLWH BQFKIDUF VQRQ 6WBFHMU 6HHV WLRQ , QIRUPDWLR
0HPRRU YDULRXV VFHQDULRRZLV B QXW W D F D O F X O D W H G

& 3URSRVHG 6DODU\ 6XSSRUW

:KHQ UHTXHVWLQ D QDUHVXSSRUW LQFOX B E QDQ B D W V B H Q E R U R X W V
ZKHQ SURYLGLQJ HIIRUW RQ D VSRQVRDQW B US URM YR OXIQW DUKH FIR
FRVW VKDUH WKKHDEPR XQWHQ GHP MFKH D V D E D V HSRUWLRQ RI WKH
, %6 7KHUH PD\ EHVD QHIDRUSR QV R U R G VS UR MEHFLQJ IGHMRWHG WR
DFWLYLWLHV VXFK DSSRLQWPHQW V D W V Y H X F K O D W S R, Q V R D\ KDYH
VDODU\ UDWH FDS E Z K L H G R Q D W O H D, %6 D U W R X G I S U R H U F W W W K O D W F D Q E
SURSRVHG RU FKDUJHG WR DQ DZDUG

This policy does not apply to non-TTT faculty.
³Compensation earned in any given summer mont

