

POLICY STATEMENT

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

5 HODWHG 3 ROLF \ 8 6 2IILFH RI 0DQDJPHQW DQG % XGJHWV 8 QLIRUP
 5 HTXLUHPHQWV & RQW \$XGLWLSHOKLUDH QWV IRU) H
 \$ZDUGV &) 5 & KDSWHU , , 3DUW
 (IIFWLYH 'DWH 6 HSWHPEHU
 /DVW 5HYLHZHG 8 \$DWLHG
 \$SSURYHG E \ 7HUUL) LH] 9LFH & KDQFHOOHU IRU 5HVHDFK , QQ
 5HVSQRVLEOH 2IILFH 5HVHDFK , QQRWDWLRQ 2IILFH

I. PURPOSE

7KH 8 6 2IILFH RI 0DQDJPHQW DQG IRUPH \$GHFLXOLVPHQWV & RVW
 3ULQFLSOHV DQG \$XGLW 5HTXLUHPHQWV (SRIW) H, G \$DOW \$ZDUGV IRU
 *XLGDQFH LQFRUSRUDQWV DQG DQGLDQF HUUHVWULUHPHQWV DQG DWHG W
 VHUULFHV FRPSHQVDWLRQ ZKHQ FKDUJHG 3WR IHWMDVH V W K Q W H K
 FRPSHQVDWLRQ FRVLV R H V H R V R R D W S H R) H G H J E O D H Q W L W \ R Q) H
 DZDUGV LV DOORZ D E O F R Q V R Q J W R V L I Q T X L E H P H Q W S / Q R K R U P * X L G D Q
) X U W K H U &) 5 U H K X L U I L V , Q V W L W X G L F R Q W L R Q R + H A K W H D E O L V K D
 ZULWWHQ SROLF \ H G H L L Q H L Q W W K H D V H Q W D W X V L R R W K I D F K , Z L O O E H F
 DSSOLHG WR DOO VSRQVRRUHG DG B B \$WHQ W H D W W M R S W U H T X L U H P H Q
 GHILQLQJ & 8 %RXOGHU

QWV WKDW FDQ EHR BKZRUJIN G HUR RUSFRQG/ IEU HVGHSURMHFWV
 777 IDFXOW \ +&0 -RE &RGHV

7KH SROLF \ DSSOLHVVWZKROCH 777 ODH XISR QKB UHIGSWRMHFVW , W
 DSSO \ WR RWKHU & 8 %RXOGHU HPSORVPHQW QRFV DDLPLW FIDWLRQ IXC
 8QLYHUVLW \ 2IILFH EXOWH SHRVL FKL R D V W D D G N Q W G D F H K Q Q U H S R V L W L R Q

II. DEFINITIONS

\$EDGHPLF <HDU %DVH 6DODU \
 7KLVLV WKH VXP SDWLGRQRFRVQVH QHRO EBOHGHBYZFMVDFKOW \ GXUL
 DFDGHPLF \HDU DQG FGHWHXUP UOHWH WKKDHG FVDR VSHRQVRRUJG SURMH
 1RUPDO VHUULFHV HUHGLHQG QYIGG X D W W R B Q O X D G D I R O P X O P L [R I W H
 UHVHDFK RU FUHDWLYLFIHZ DLNG DRQFVIG 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 DYOVDKH 3WKHDFK QH FLSFR
 VDODU \ GRHV QRW LQH D X G H R U D F 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 SRB V H G S R R I D Q V F L G V K L S B Q D L B U D B S R I R Z W P H Q W V D
 7KHVH DUH VHS D V D W G F D V Q D S S R L Q W P H Q W V IRU 777 IDFXOW \

QVWLWXWH 6DODU %DV % 6
 7KH , % 6 IRU & 8 %RXOGHU Q F 0 7 X G I H D F X D H W K H E D V B G H D F O L F U \ E W K H D
 \HDU SRUWLRQ RI D S R L Q Q L P H Q W D Y O H F D G H D F L G F H D V K S R U W L R Q R I D Q
 SURIHVVURUVKLS DQG RU HQGRZHG FKDG H V D S S R L Q W P H Q W W Q W F D Q D P X P
 RI VDODU \ WKDW FDQ J E M K H D V X P H G H G X D O X G G R H R Y G B V R L D Q F W H D F K L Q J

¹The academic year base year is used when determining the NIH salary cap limitation.

HGXFDWLRQ DSSRLQWPHQWV PRQHWDUU DVZDUYGLV HFRSPSHUHQVDPWGRIO
WR WKH 8QLYHUVIHWWD DDBLSDMLGUDXUHQWQWKH DQRP HQGRZH
SURIHVVRUVKLSV DQV BQGRZHQEEDWKH VXPPHU PRQWKV

7KUH 1LQWKV 5XOH

&8 %RX OGHUXV JXLG HORZV DFDGHPLF \HDU 777 IDFXOW\ WR HDUQ
DGGLWLRQDO WQVVXPWKHIZRUV%6 7KFRUH LVLQ DQPVSHFGIDF PRQW
WRWDO RI RYHURQWKKIVVXPPXUUEQJ ZLWYKILQV WVKHILVDPHO8\HDU ZKL
IURP -XO\ WKURXJK WKH IROORZLQJD-QGHRU H:KGRZBEGPDSLRMQLDPM
VDODULHV DUH SDUW RI WKH WKV\VMRPHUHFDIRQVQJ DQIGIHDW DLOGG
EH HDUQH G IURP WHDDEKLFQJ DQIG VRB WUPHYXFDPHQL QGPILQRVWUDWLYH
HQGRZH G DSSRLQWPHQWV WUDWLVH DIFKIDQJF KDQKEDQ QRWVKH DRW MUKH , %6

III. APPLICATION OF INSTITUTIONAL BASE SALARY LIMITATIONS

\$, QVWLWXWLRQDO, %DVR FXPQDQW DWLRQ

&8 %RXOGHUUV , %6 ILWDIDRUS RVDHQRIG HQRVP WWSUHVHRGLD SHURLQWPH
GXULQJ WKH DFDGHPEEFVHDDU DSSFDLQHMPIHQ WHDU DSRDQWLRQ RI
DGPLQLVWUDWLYH DSDRDQWPHHQ WHDU DSRDQWLRQ FSDRIHMQRUVKLS RU
HQGRZH G FKDLU DSSRLQWPHQWV \$OO D DSDSRKIQWV FKHQW DQDQV
SRUWLRQ RI 777 IDFXOW\ KDYH DFDGHPEEFVHDDU DSSRLQWPHQWV

\$SSRLQWPHQW VDODULHV IRU 777 IDFXOW\ ODZLHWKHZKIEF KVVH H&RD
DILOLDWHG DQG WQHRVHPDSSRLQWVRPHQWV HILSD B BQWDLQFHQJ GV IRU
DSSRLQWPHQW ZLWYK &OKH BQDQ HSDVSLWQDQ DQDQVHFPHQ , %6 SDJ
KDV EHHQ GHYHORSHG DQG LV ORFDWHQD ZIDWV BQOVKRPE&Q BQWV
DFDGHPLF \HDU VDO DUKHILVH XVHHS/DLDRVHR DSSDFLQWDPVHQ W K HWW RWD
VDODU\

% /LPLWDWLRQV RQ)DFXOW\HG6 DQDQWV WUQDQ DQDFVXQGHG 3UR

)HGHUO DJHQFLHV GHUUVXVRIK &B WRM Q, VRU DG/HWVKH FEIDQ/LQJ WKH D
FRPSHQVDWLRQ FKDQJEBZDW B D+RZB)SHUD D DQG E VWDWH
FRPSHQVDWLRQ FKDUJHG WR WKH DZDDQ\ VHQVXQGG ERUF RQ RLOVW
H[SHFWHG IRU WKDQWPHHQV RQ RUV DSSRQDQ D GFDPLFX VH DUK BSSRLQW
UHIOHFWV VLPLO DQJZRG NR Q RUMHHSIDUHQVW/URM HUHIRUH &8 %RXO
GHILQHV WKH PD[LQ DQV EDHOSWR SARKDVG EDQSR QKBUHGGDZ B UGV LQ D
JLYHQ PRQWK DV WK RI WKH DFDGHPEEFVHDDU DSSRLQWV HILSD B BQWDLQFHQJ
FKDUJH WR VSRQVRILQJGVSUPRPH FVRQV QKVLIQ FQHQVIXQDFVQLHQ ZLWK
SDLG VXPPHU SRVLWHBQFKIDUFVQRYQ 6WBFHMU 6HHV WLRQ , QIRUPDWLR
0HPRRU YDULRXV VFWQDULRRZLV BQXWV DFDQFXODWHG

& 3URSRVHG 6DODU\ 6XSSRUW

:KHQ UHTXHVWLQ DQDQWV XSSRUW LQFOX B E DQDQWV BQV BQV RVR XRV
ZKHQ SURYLGLQJ HIIRUW RQ D VSRQVRDQW B US URM YR QXIQW DUKH FIR
FRVW VKDUH WVKH DPHR XQWHQ GHP MFKH DQDQWV HSRUWLRQ RI WKH
, %6 7KHUH PD\ EHVD QHIDRUSRQV RURGV SURMEHFWQ JIGHMRWHG WR
DFWLYLWLHV VXFK DSSRLQWV RQV D WVA YHUFKODWS R, QV R D\ KDYH
VDODU\ UDWH FDS E ZKLH B R QDQKOH, %6 DQW R XGISURHUVW WQD W FDQ E
SURSRVHG RU FKDUJHG WR DQ DZDUG

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

