

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 \$XGLWLSH TXLUHDFK QWV IRU) H
 \$ZDUGV &) 5 & KDSWHU , , 3DUW

(IIFWLYH 'DWH 6 HSWHPEHU

/DVW 5HYLHZHG 8 \$DWLHQ

\$SSURYHG E \ 7HUUL)LH] 9LFH & KDQFHOOHU IRU 5HVHDFK , QQ

5HVSRQVLEOH 2IILFH 5HVHDFK , QQRWDWLRQ 2IILFH

I. PURPOSE

7KH 8 6 2IILFH RI 0DQDJPHQW DQG IRUPH \$GHFLXQLVWUDWLRQ & RVW
 3ULQFLSOHV DQG \$XGLW 5HTXLUHPHQWV (SRWHU) H, G, H, D, W, \$ZDUGV IRU
 *XLGDQFH LQFRUSRUDQWV DQG DQG HUHHV TXLUHDFK IRU DQG DWHG W
 VHUULFHV FRPSHQVDWLRQ ZKHQ FKDUJH & VR IHGMDVH W K Q W H K
 FRPSHQVDWLRQ FRVL RHV SHUV RZDQ (SHUQR) JFHGU EODHQWLW \ RQ) H
 DZDUGV LV DOORZ D EOHV RQ RQ JWRV LI QTXL EH PHQW 8 / Q R K R U P * XLGDQ
) XUWKHU &) 5 UHTXLUIHV , QVWLVW XGLWLV RQR+ H V H D E O L V K D
 ZULWWHQ SROLF \ H G H L L Q L F H 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 VSRQVSRUHLG DG B B & WHR W H D W W W M R S W U H T X L U H P H Q
 GHILQLQJ & 8 %RXOGHU

QWV W K D W F D Q E H R E K Z R U J I G H V R I R S R H Q V I E U H V G S X U R M H F W V
 777 IDFXOW \ + & 0 - R E & R G H V

7KH SROLF \ DSSOLHQWV ZKHQ 777 IDFXOW \ XISR Q K B U H I G S W R M H F W V , W
 DSSO \ WR RWKHU & 8 %RXOGHU HPSORVPHQW Q R F V D W L P L I W F I G W W L R Q I X C L Q
 8 Q L Y H U V L W \ 2 I I L F H E X O W N S H R D W F K R D V W D D G N Q W G I D F H K Q Q U H S R V L W L R Q

II. DEFINITIONS

\$EDGHPLF < HDU % DVH 6 DODU \
 7KL V LV WKH VXP SDWLGRQRFRVWKH GHROEBOHGHBYZFMVDFKOW \ GXUL
 DFDGHPLF \ HDU DQG FGHWHXUP WOHWH WKKDHG FVDR VSRQVSRUJG SURMH
 1RUPDO VHUULFHV WHUHU GLHQG Q Y I G G X D W W R B N O X Y G D I R O P X O P L [R I W H I
 UHVHDFK RU FUHDWLYLFIHZ DLQG DRQGVWGWXVFWH WUK H D L S S D L Q W P H Q W
 \ HDU EDVH VDODU \ PD \ EH UHIHUHG WR V D V O D K H W K H D F K D Q H F L S F R
 VDODU \ GRHV QRW LQH D X G H R U D F L R Q H R I L D S S P R I Q Q W W W O W W L Y D O D U \ R U
 DFDGHPLF \ HDU SRBZH G S R R I D Q V F L G V K L S B R D L B U D B S R I R Z W P H Q W V D
 7KHVH DUH VHSRVWV Q F D Q G S S R L Q W P H Q W V IRU 777 IDFXOW \

QVWLWXWH 6000 % 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 F G H D F O L F U \ E W K H D
 \ HDU SRUWLRQ RI DSSOLHQVPHQW W D O H F D G H D F L G F 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 I L Q H W P H Q W F D Q W F D Q D X P
 RI VDODU \ W K D W F D Q 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 I D Q G 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 8QLYHUVIHWWD DDBLSDLVGUDXUHQWQWKH DQRP HQGRZH
SURIHVVRUVKLSV DQV BQGGZHXUEQD WVKH VXPPHU PRQWKV

7KUH 1LQWKV 5XOH

&8 %RX OGHUXV JXLG HORZV DFDGHPLF \HDU 777 IDFXOW\ WR HDUQ
DGGLWLRQDO WQVVXPWKHIZR U%6 7KRUH LVLQ DQPV SHFGIDF PRQW
WRWDO RI RYHURQWKIVVXPPXUUEQJ ZLWYKILQV WVKHILVDPHO8\HDU ZKL
IURP -XO\ WKURXJK WKH IROORZLQJD-QGHRU H:KGRZB G PLSLRMQLDPM
VDODULHV DUH SDUW RI WKH WKV\VM RFIHUH FDIRQVQJ DQIGI RUDW DLOGG
EH HDUQH G IURP WHDDEKLFQJ DQIG VR B WUPHY XFDPUQL QGP ILQRVWUDWLYH
HQGRZH G DSSRLQWPHQWV WU DIFKIDQJF KDWQKEDQ QRWVKH DRW MUKH , %6

III. APPLICATION OF INSTITUTIONAL BASE SALARY LIMITATIONS

\$, QVWLWXWLRQDO, %DVR FXPQDQW DWLRQ

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

\$SSRLQWPHQW VDODULHV IRU 777 IDFXOW\ ODZUHWKHZKIEF KVVKH H&RD
DILOLDWHG DQG WQHRVHPDSSRLQWVRPHQWV HILSD B BQW DLIQFRU GV IRU
DSSRLQWPHQW ZLWYVQ &OKH B RDQ HSDVSLVQDQD QDQWDFP\$Q , %6 SDJ
KDV EHHQ GHYHORSHG DQG LV ORFDW HGGZIDWV BQOVKRPE&Q BQWV
DFDGHPLF \HDU VDO DUKHIVLH XVHHS/DLDRVHR DSDSRFLQWDPVHQ W K HWW RWD
VDODU\

% /LPLWDWLRQV RQ)DFXOW\HG6 DQD(QW B UQDQ DQFVXQGHG 3UR

)HGHUDO DJHQFLHV GHUUVLRIK &B WRMQ, VRU DG/HWVKH FEIDQ/LQJ WKH D
FRPSHQVDWLRQ FKDUJ B BDM B D+RZB)SHUD D DQG E VWDWH
FRPSHQVDWLRQ FKDUJHG WR WKH DZDDIG\ VIKRUXQHG ERUF RQ RLODWH
H[SHFWHG IRU WKDQWPHHQWRQ RUV DSRDQGH D GFDPLFXVH DVK BSSRLQW
UHIOHFWV VLPLO DLUZRG NR Q RUMHHSIDUFGKWS/URM HUHIRUH &8 %RXO
GHILQHV WKH PD[LPRQ EDHOSWR SARKDVG EDQSR GKB UHGGDW B UGV LQ D
JLYHQ PRQWK DV WK RI WKH DFDGHPEEFVREB DVIDSDE QVHHI NRDUOD D\IDF
FKDUJH WR VSRQVRILQJGVSUPRIMH FVRQ QKV LIQ FQHQMIXQFVQLHQ ZLWK
SDLG VXPPHU SRVLWH BQFKIDUFQIRQ 6WBFHMU 6HHV LKHQ , QIRUPDWLR
0HPRRU YDULRXV VFWQDULRRZLV B QXWV DFDQFXODWHG

& 3URSRVHG 6DODU\ 6XSSRUW

:KHQ UHTXHVWLQ DQD UHVXSSRUW LQFOX B E QDQ B DQWV B HQE RIR XRV
ZKHQ SURYLGLQJ HIIRUW RQ D VSRQVRDQW B US URM YR QXIQW DUKH FIR
FRVW VKDUH WVKHDEPR XQWHQ GHP MFKH DEDU VHSRUWLRQ RI WKH
, %6 7KHUH PD\ EHVD QHIDRUSRQV RURG VSURMEHFLQJ LIGHMRWHG WR
DFWLYLWLHV VXFK DSSRLQWPHQWV D WU YHUFKODWS R, QV R D\ KDYH
VDODU\ UDWH FDS E ZKLH G R QDQKOH, %6 D UWR XGISURHURVW 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

