

POLICY STATEMENT

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

5 HODWHG 3 ROLF \ 8 6 2IILFH RI 0DQDJPHQW DQG % XGJHW V 8QLRUP
 5HTXLUHPPHQWV & RQW \$XGLWLSHOLXLUHDFKQWV IRU)H
 \$ZDUGV &)5 &KDSWHU ,, 3DUW

(IHFVLYH 'DWH 6 HSWHPEHU

/DVW 5HYLHZHG 8 \$DWLHG

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

5HVSQRVLEOH 2IILFH 5HVHDFK ,QQRYDWLRQ 2IILFH

I. PURPOSE

7KH 8 6 2IILFH RI 0DQDJPHQW DQG IRUPH \$GHFLXOLVPHQWV & RVW
 3ULQFLSOHV DQG \$XGLW 5HTXLUHPPHQWV (SRIHU) H, G \$DQW \$ZDUGV IRU
 *XLGDQFH LQFRUSRUDQWV DQG DQG HUHHV TXLUHPPHQWV DQG DWHG W
 VHUYL FHV FRPSHQVDWLRQ ZKHQ FKDUJHG 3WR IHGMDVH V W K Q W H K
 FRPSHQVDWLRQ FRVWL RHV SHRUV ZRDN \$HDFK)HGHU EODHQWLW \ RQ)H
 DZDUGV LV DOORZ D EOHV RQ RQ JWRV LI QHXG IEN PHQW 8QR KRUW *XLGDQ
)XUWKHU &)5 UHKT XLULHV , QVW LVW XGLWLV RQR+ HMKVHDEOLVK D
 ZULWWHQ SROLF \HG X LLQH LQJ QW K HDVH QW V D W X V L R Q W K I D V K , Z L O O E H F
 DSSOLHG WR DOO VSRQVRRUHG DG B B \$WHQ W HDWMM R SW V HTXLUHPPHQ
 GHILQLQJ & 8 %RXOGHU

QWV W K D W F D Q E H R B 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 I R M H F W V
 777 IDFXOW \ +&0 -RE &RGHV

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 RVW D V L P L W F I G W M L R Q X C L Q
 8QLYHUVLW \ 2IILFH XOW VSHRVLV L R Q V W D Q G N Q W G I D V F 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 SDWLGRQQRF RQVHL GHQD EOHGH BY IZFM VDFKOW \ GXUL
 DFDGHPLF \ HDU DQG FGHWHXUP LQHWV WKKDHG FVDR VSHRQV R U J H S U R M H I
 1RUPDO VHUYL FHV IHWLHU GLHQ G Q Y I G G X D W W R B Q O X Y G D I Q P X O P L [R I W H I
 UHVHDFK RU FUHDWLYL F H Z R L O N G E R Q G F W G W X V F H V H W K H I S L S B L Q W P H Q W
 \ HDU EDVH VDODU \ P D \ E H U H I H U U H G W R V D V O K M 3 W K H H D F K D Q H F L S F R
 VDODU \ G R H V Q R W L Q H D X G H R U D V L R Q H R L D S S R L Q Q W W W O W W L V D O D U \ R U
 DFDGHPLF \ HDU S R B V H L G S R R I D Q V F L Q V K L S B Q D L B U D B Q S R Q W P H Q W V D
 7KHVH DUH V H S D V D W Q F D Q G S S R L Q W P H Q W V IRU 777 IDFXOW \

QVWLWXWH FODD UAD V% 6

7KH , % 6 IRU & 8 %RXOGHU I 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 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 B R U W L R Q R I D Q
 SURIHVVRUV KLS 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 \ W K D W F D Q J E M K H D V X P H G I G X D O X G G R H R Y G B V R L 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 8QLYHUVIHWYD DDBLSDLVGUCXUYPKQ WKKH DQRP HQGRZHG
SURIHVVRUVKLSV DQV BQGGZHXUEQD WVKH VXPPHU PRQWKV

7KUH 1LQWKV 5XOH

&8 %RX OGHUXV JXLG HORZV DFDGHPLF \HDU 777 IDFXOW\ WR HDUQ
DGGLWLRQDO WQVVXPWKUHZR U%6 7KRUH LVLQ DQPV SHFGIDF PRQW
WRWDO RI RYHURQWKKIVVXPPXUUEQJ 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 ODOGI
EH HDUQH G IURP WHDDEKLFQJ DQIG VR B WUPHY XFDPUQL QGP ILQRVWUDWLYH
HQGRZHG DSSRLQWPHQWV WU DIFKIDQJF KDQKEDQ QRWIKV DRW WVKH , %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
HQGRZHG FKDLU DSSRLQWPHQWV \$OO D 07DISFKIQWV FQDQW DRQDF
SRUWLRQ RI 777 IDFXOW\ KDYH DFDGHPEEFVHDDU DSSRLQWPHQWV

\$SSRLQWPHQW VDODULHV IRU 777 IDFXOW\ ODZUHWKHZKIEF KVVKH H&RD
DILOLDWHG DQG WQHRVHPDSSRLQWVRUHQWV HILSD B BQW DLIQFRU GV IRU
DSSRLQWPHQW ZLWYK &OKH B RDQ HSDVSLWQDQ DQVDFIPHQ , %6 SDJ
KDV EHHQ GHYHORSHG DQG LV ORFDW HGDZIDWV BQOVKRPE&Q 6QWV
DFDGHPLF \HDU VDO DUKHIVLH XVHHS/DLDRVHR DSSDFLQWDPVHQ W K HWW RWD
VDODU\

% /LPLWDWLRQV RQ)DFXOWYHG6VQD(QWBUQDQDFVXQGHG 3UR

)HGHUDO DJHQFLHV GHUUVLRIK &B WRMQ, VRU DG/HWVKHU FELDQLQJ WKH D
FRPSHQVDWLRQ FKDUJ BZDW B D+RZB)SHUD D DQG E VWDWH
FRPSHQVDWLRQ FKDUJHG WR WKH DZDDIG\ VIKRUXQHG ERUF RQ RLODWH
H[SHFWHG IRU WKDQWPHHQV RQ RUV DSSRLQDIFDGFHDFLFXVH DVK BSSRLQW
UHIOHFWV VLPLODUZRG NR QRUHWHSDUHFQWS/URV HUHIRUH &8 %RXO
GHILQHV WKH PD[LPRQV EDHOSWR SARKDVG EDQSR QKBUHGGDW B UGV LQ D
JLYHQ PRQWK DV WKRIWKH DFDGHPEEFVHDDU DSSRLQWV HILSD B BQW DLIQFRU
FKDUJH WR VSRQVRLQJGVSUPRIMHFRVQ QXVLIQV FQHQWIKQFVQLHQ ZLWK
SDLG VXPPHU SRVLWHBQFKIDUFVQRYQ 6WBFHMU 6HHV WVKHQ , QIRUPDWLR
0HPRRU YDULRXV VFWQLQJLRRZLV BIXW WU DFDQXODWHG

& 3URSRVHG 6DODU\ 6XSSRUW

:KHQ UHTXHVWLQD QDUHVXSSRUW LQFOX B E QDQ B QVWV B HQE RIR XRV
ZKHQ SURYLGLQJ HIIRUW RQ D VSRQVGRDWBUS URMIR OXIQW DUKH FIR
FRVW VKDUH WKKHDEPR XQWHQ GHP MFKH DEDVHSRUWLRQ RI WKH
, %6 7KHUH PD\ EHVD QHIDRUSRQVLRURGV SURMEHFWQJ IGHMRWHG WR
DFWLYLWLHV VXFK DSSRLQWPHQWV D VUAFYHXFKODWS R, QV R D\ KDYH
VDODU\ UDWH FDS E ZKLH B R QDQKOH, %6 D UWR XGISURHUVW WVKD 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

