

## POLICY STATEMENT

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

---

5 HODWHG 3 ROLF \ 8 6 2 IILFH RI 0 DQDJPHQW DQG % XGJHW V 8 QLIRUP  
 5 HTXLUHPHQWV & RQW \$XGLWLSH TXLUHDFK QWV IRU ) H  
 \$ZDUGV & ) 5 & KDSWHU , , 3 DUW  
 ( IIFWLYH ' DWH 6 HSWHPEHU  
 / DVW 5 HYLHZHG 8 S \$DWLHG  
 \$SSURYHG E \ 7 HUUL ) LH ] 9 LFH & KDQFHOO RU IRU 5 HVHDFK , QQ  
 5 HVSRQVLEOH 2 IILFH HVHDFK , QQRWDWLRQ 2 IILFH

---

### I. PURPOSE

7 KH 8 6 2 IILFH RI 0 DQDJPHQW DQG IRUPH \$GHFLXQLVPHQWV & RVW  
 3 ULQFLSOHV DQG \$XGLW 5 HTXLUHPHQWV (SRIHU) H, G \$DQW \$ZDUGV IRU  
 \* XLGDQFH LQFRUSRUDQWV DQG DQGLDQF HUUHVWXLULPHQWV DQG DWHG W  
 VHUULFHV FRPSHQVDWLRQ ZKHQ FKDUJHG SVR IHGMDVWV W K Q W H K  
 FRPSHQVDWLRQ FRVL RHV SRUVRQV (SRUVRQ) JFHU EODHQWLW \ RQ ) H  
 DZDUGV LV DOORZ D EOHQV RQV RQ JWRV LI QTXL EH PHQWV R Q R K R U P \* XLGDQ  
 ) XUWKHU & ) 5 UHTXLUHV , QVWLVXGLWLRQV RQR+ HXVHDEOLVK D  
 ZULWWHQ SROLF \ HG X LLQHPHQWV K HDVH QWV 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 \$WHQV W HDWMM R SW V HTXLUHPHQ  
 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  
 7 7 7 I D F X O W \ + & 0 - R E & R G H V

7 KH SROLF \ DSSOLHQWV ZKHQ 7 7 7 O D F X I S R 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 Q W L R Q V X C L  
 8 Q L Y H U V L W \ 2 I I L F H E X O W N S R D W L F K R D V W D O G N Q W G I D F K Q Q U H S R V L W L R Q

### II. DEFINITIONS

\$EDGHPLF < HDU % DVH 6 DODU \  
 7 KL V LV WKH VXP SDWLGRQRFRWKH QHRO EBOHG HBYZFMVDFKOW \ GXUL  
 DFDGHPLF \ HDU DQG FGHWHXUP LQHWV WKKDHG FVRQ VSRQVSRUJG SURMH  
 1 RUPDO VHUULFHV HUHGLHQG QYIGG X D W W R B O X D G D I R O P X O P L [ R I W H  
 UHVHDFK RU FUHDWLYLFIHZ DLQG DQGFVIG W X V F H W W K H L S L 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 O V K H W K 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 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 S R B 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 Q S R Q W P H Q W V D  
 7 KH V H D U H V H S D V W W Q F D Q G S S R L Q W P H Q W V I R U 7 7 7 I D F X O W \

Q V W I W X W H F 6 D O D U \ A D V % 6  
 7 KH , % 6 I R U & 8 % R X O G W H U I Q F 7 0 7 G I H D F X D H W K H E D F B G H F O L F U \ E W K H D  
 \ HDU SRUWLRQ RI DSRILQVPHQWV W D O H F D G H F L G F H D V K S R U W L R Q R I D Q  
 SURIHVVRUVKLS 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  
 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 I G X D O X G G R H R Y Q B V R I D Q F W H D F K L Q J

<sup>1</sup>The 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 BQGRZHQEEDWKH VXPPHU PRQWKV

7KUH 1LQWKV 5XOH

& 8 %RX OGHUXV JXLGHORZV DFDGHPLF \HDU 777 IDFXOW\ WR HDUQ  
DGGLWLRQDO WQVVPFPHKHZRUV%6 7RFRUHLVLQ DQPVSHQFIDF PRQW  
WRWDO RI RYHURQWKIVVXPPXUUEQJ ZLWYKILQV WVKHILVDPHO8\HDU ZKL  
IURP -XO\ WKURXJK WKH IROORZLQJD-QGHRU H:KGRZBGPDSLRMQLDPM  
VDODULHV DUH SDUW RI WKH WKV\VM RFIHUHFDIRQVQDQIGIRUDW DLOGG  
EH HDUQHGH IURP WHDDEKLFQJ DQIG VRB WUPHYXFPDQJLQGPILQRVWUDWLYH  
HQGRZHG DSSRLQWPHQWVWUHF/KIDQJF KDWQKEDQ QRWIKVDRW MUKH , %6

III. APPLICATION OF INSTITUTIONAL BASE SALARY LIMITATIONS

\$ , QVWLWXWLRQDO, %DVR FCPHQDQW DWLRQ

& 8 %RXOGHUUV , %6 ILWDIOPRUSRVHDLGQRIG HQRVP WVSUHVHRGLD SHURLQWPH  
GXULQJ WKH DFDGHPEEFVHDDU DSSFDLQHMPIHQ WHDU DSRDQWLRQ RI  
DGPLQLVWUDWLYH DSDRDQWPHHQ WHDU DSRDQWLRQ FSDRIHMQRUVKLS RU  
HQGRZHG FKDLU DSSRLQWPHQWV \$OO D D7DISFKIQWPKDQW DRODF  
SRUWLRQ RI 777 IDFXOW\ KDYH DFDGHPEEFREZBEG DSDRQQWPHQWV

\$SSRLQWPHQW VDODULHV IRU 777 IDFXOW\ODZLHWKHZKIEFKWVKHHRD  
DILOLDWHG DQG WQHRVHPDSSRLQWVRPHQWVHLSVDBQWDLIQRGUV IRU  
DSSRLQWPHQW ZLWV%6%6OKH+SRDQWVSLWQDQDQDQVHFP\$Q , %6 SDJ  
KDV EHHG GHYHORSHG DQG LV ORFDWHQDZIDWWRQOVKRPE&Q6QWV  
DFDGHPLF \HDU VDOVWIKHILVHXUHS/DLDRVHR DSSRFLXQDPMHQW KHWWRWD  
VDODU\

% /LPLWDWLRQV RQ )DFXOW\HG6DQD(VWBUQDQDFVXQGHG 3UR

)HGHUDO DJHQFLHV GHUUVLRIK&BWRM%6DQDG/HWVKHWFDLQVQJ WKH D  
FRPSHQVDWLRQ FKDUJEBZDWB D+RZB)SHUD D DQG E VWDWH  
FRPSHQVDWLRQ FKDUJHG WR WKH DZDDIG\VKRUXQHG ERUF RQFLQDWH  
H[SHFWHG IRU WKDQWPHHQVQRQV DSSRQDQDGHDFPLFXVH DVKISSRLQW  
UHIOHFWV VLPLODQWZRGNRQRUHMHSDUHQVSRUWVHUHIRUH & 8 %RXO  
GHILQHV WKH PD[LPRVEDHOSWR SARKDQEDVSRQKBUHIGGDZBUGV LQ D  
JLYHQ PRQWK DV WKRIWKH DFDGHPEEFVHIDSDQVHINRDUQDIDYF  
FKDUJH WR VSRQVRLQJGVSUPMHPVQVQKVLQVFRHQWIKQFVQLHQ ZLWK  
SDLG VXPPHU SRVLWIBQFKIDUFVQRYQ6WBFHMU 6HHVWKRQ QIRUPDWLR  
0HPRRU YDULRXV VFWQDULRRZLVQDQWVDFDOFXODWHG

& 3URSRVHG 6DODU\ 6XSSRUW

:KHQ UHTXHVWLQDQDUHVXSSRUW LQFOXJEDQDQVSRVHQVRIURXWV  
ZKHQ SURYLGLQJ HIIRUW RQ D VSRQVGRDWBUSURRMRVIXQWVWKHFR  
FRVW VKDUH WVKHWDFRQDWHQGHQMFKHHVDEEDVHSRUWLRQ RI WKH  
, %6 7KHUH PD\ EHVDQGHIDRUSRQVRURGVSRMHHVQJLIGHMRWHG WR  
DFWLYLWLHV VXFKDSSRRLQWPHQWVWUHF/KIDQJF KDWQKEDQ QRWIKVDRW MUKH  
VDODU\ UDWH FDSZKLHFGRQDQDQDQDQVHFP\$Q , %6 SDJ  
SURSRVHG RU FKDUJHG WR DQDZDUG

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

