

## POLICY STATEMENT

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

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5 HODWHG 3 ROLF \ 8 6 2 IILFH RI 0 DQDJPHQW DQG % XGJHW V 8 QLIRUP  
 5 HTXLUHPHQWV & RQW \$XGLWLSHOKLUDH 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 , QQR YDWLRQ 2 IILFH

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### I. PURPOSE

7 KH 8 6 2 IILFH RI 0 DQDJPHQW DQG IRUPHQW \$GHFLXQLVPHQWV & RVW  
 3 ULQFLSOHV DQG \$XGLW 5 HTXLUHPHQWV (SRIHU) H, G \$DDW \$ZDUGV IRU  
 \* XLGDQFH LQFRUSRBUWWDQGLDQFH HUUHVTXLUHPHQWV DGGDWHG W  
 VHU YLFHV FRPSHQVDWLRQ ZKHQ FKDUJHG VR IHGMDVH V W K Q W H K  
 FRPSHQVDWLRQ FRVWL RHVSHRUV RZDQ (SHQR) JFHGJ EODHQWLW \ RQ ) H  
 DZDUGV LV DOORZ D EOHQV RQ RQ JWRV LI QTXL EH PHQW 8 / QR KRUOP \* XLGDQ  
 ) XUWKHU & ) 5 UHTXLUIHV , QVWLVW XGLWLV RQR+ HMKVHDEOLVK D  
 ZULWWHQ SROLF \ HG X LLQHPHQWV / HDVH QW V D W X V L R R W K I D V K , Z L O O E H F  
 DSSOLHG WR DOO VSRQVLEOH V D G B B \$ W H R W H D W W M R S W V 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 I 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 E K B U H I G S W R M H F W V , W  
 DSSO \ WR WKHU & 8 % RXOGHU HPSORVPHQW Q R F V D W L P L I W F I G W L R Q I X C L O  
 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 \  
 7 KLV LV WKH VXP SDWLGRQRFRWKHLGHROEBOHGHBYIZFMVDFKOW \ GXUL  
 DFDGHPLF \ HDU DQG FGHWHXUPUDHWV WKKDHG FVDRVSHRQV R U J H S U R M H I  
 1 R U P D O V H U Y L F H V I H U H G L H I G 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 FUHDWLYYFHZDLQ EROGFVH W X V F H W W K H I S L S B 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 LQHDXSHRUDVLRQHRLDSSRLQWVWVWVWLVVODU \ RU  
 DFDGHPLF \ HDU SRVHLGSRIRIDQVHQLGKLS BQDLBUDBSRIRQWPHQW VD  
 7 KHVH DUH VHSRVVHGFVQDSSRLQWPHQWV IRU 7 7 7 I D F X O W \

QVWLWXWH 6 D O D U \ % D V % 6  
 7 KH , % 6 IRU & 8 % RXOGHU Q F 0 7 X G I H D F X D H W K H E D V E G H D F O L F U \ E W K H D  
 \ HDU SRUWLRQ RI DSSRLQVPHQW V D 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  
 SURIHVVRUVKLS DQG RU HQGRZHG FKDGHVDSRILQHPW H 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 X D O X G R H R Y G B V R I D Q F W H D F K L Q J

<sup>i</sup>The academic year base year is used when determining the NIH salary cap limitation.

HGXFDWLRQ DSSRLQWPHQWV PRQHWDUU DVZDUYGLV HFRSPSHUHQVDPWGRIO  
WR WKH 8QLYHUVIHWYD DDBLSDLVGUDXUHQWKKH 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 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 WHBDEKLFQJ DQIG VR B WUPHY XFDPUQL QGP ILQRVWUDWLYH  
HQGRZH G DSSRLQWPHQWV WUBIFKIDQJF 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 FHDQW DRO D F  
SRUWLRQ RI 777 IDFXOW\ KDYH DFDGHPEEFVHDDU DSSRLQWPHQWV

\$SSRLQWPHQW VDODULHV IRU 777 IDFXOW\ ODZUHWKHZK IEF KVVH H&RD  
DILOLDWHG DQG WQHRVHPDSSRLQWVRPHQWV HILSD B BQW DLIQFRU GV IRU  
DSSRLQWPHQW ZLWYK &OKH B RDQ HSDVSLWQDQ DQVDFH P \$ Q , %6 SDJ  
KDV EHHQ GHYHORSHG DQG LV ORFDW HGGZIDWV BQOVKRIP-E&Q 6QWV  
DFDGHPLF \HDU VDO DUKHIVLH XVHHS/DLDRVHR DSSDFLXQVDPWHQ W K HWW R W D C  
VDODU\

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

)HGHUDO DJHQFLHV GHUUVLRIK &B WRM Q, VRU 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\ VIKRUXQGG ERUF RQ RLO DWH  
H[SHFWHG IRU WKDQWPHHQV RQ RUV DSSRQDGH D GHDPLFX VH DVK BSSRLQW  
UHIOHFWV VLPLO DUVZRG NR Q RUMHHSIDUFGWS/URM HUHIRUH &8 %RXO  
GHILQHV WKH PD[L P DQ VEDHOSWR SARKDVG EDVSR G K B UHIGGDV B UGV LQ D  
JLYHQ PRQWK DV WK RI WKH DFDGHPEEFVHDDU DSSRLQWV HILSD B BQW DLIQFRU  
FKDUJH WR VSRQVRILQJGVSUPRIMHFVRQ QXV LIQV FGHQVIXQDFVQLRQ ZLWK  
SDLG VXPPHU SRVLWH BQFKIDUFVQRYQ 6WBFHMU 6HHV WLRQ , QIRUPDWLR  
0HPRRU YDULRXV VFWQDULRRZLV B QXW W V DFDQXODWHG

& 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 Q D V HSRUWLRQ RI WKH  
, %6 7KHUH PD\ EHVD QHIDRUSR QV R U R G VS UR MEHLQ JIGHMRWHG WR  
DFWLYLWLHV VXFK DSSRLQWPHQW V D W V Y H X F K O D W S R, G V R D\ KDYH  
VDODU\ UDWH FDS E ZKLH G R Q D W O H D, S B D U W R X G S I 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.  
<sup>3</sup>Compensation earned in any given summer mont

