Whereas the University receives funding from a variety of sources, and

Whereas there are a variety of personnel categories within the University of Colorado system, funded from different sources, where the terms of appointment, benefits and risks to an employee vary based upon the personnel category and source of funding, and

Whereas sponsored research program funding at CU Boulder is unrelated to funding provided to the University by the State of Colorado, tuition, or general fund sources, and

Whereas sponsored research programs are selected in a competitive process which includes an evaluation of the competency of the personnel and an assessment of the work to be performed relative to the proposed budget, and

Whereas research associates and professional research assistants in certain campus units are hired with the intention of long term, i.e. “career”, appointments where they provide intellectual leadership and/or unique skills for sponsored research programs, and

Whereas the unit directors understand the need to balance sponsored research budgets with requirements for the retention of “career” research personnel to best support the entrepreneurial research of the unit,

Therefore, the BFA supports flexibility and authority for unit directors to work with the Vice Chancellor for Research in providing appropriate salary increases to “career track” research associates, senior research associates, professional research assistants, and senior professional research assistants who are funded on soft money essentially de-coupling these salary increases from the salary increase pools established for tenure track faculty.

From BFA Budget and Planning Committee: March 8, 2010
Approved by the BFA Executive Committee: March 8, 2010
Notice of motion to the BFA: April 1, 2010
Approved by the BFA: April 29, 2010