

Institutional Base Salary (IBS)

Quick Guide to Understanding IBS and the 3/9ths Application

What is Institutional Base Salary?

The Institutional Base Salary Policy provides a specific definition of Institutional Base Salary (IBS) and ensures that we apply that definition consistently to meet Federal requirements for compensation paid outside the academic year (AY) (i.e. summer months) for all tenured and tenure-track faculty.

Included in IBS

- Academic Year appointment salary (instruction, research, service)
- Academic Year portion of administrative appointment salary (department chair, associate chair, institute director, etc.)
- Academic Year portion of endowed professor/chair appointment salary

Excluded from IBS

- Overload teaching
- Continuing Education appointments
- Monetary awards
- Compensation earned for services performed external to the university

Who is impacted?

Faculty on academic year appointments with administrative and/or endowed appointments that are either academic year or 12-month appointments

No change or impact to:

- Faculty on 12-month appointments
- Faculty on academic year appointments with no administrative or endowed appointments

Key Tenets

- Earning potential is the same – no loss in earning potential
- Extensive testing with real scenarios
- Effort and earning are congruent

9 - 12 Scenario AY appointment with a 12-month administrative and/or endowed appointment

Scenario Baseline:

AY Appointment Salary	\$90,000
12-mo Admin Salary 21% (\$1,575/month)	\$18,900

Calculate IBS:

AY Base Salary	\$90,000
AY Admin Salary	<u>\$14,175</u>
Total IBS	\$104,175

Determine Max Summer Earnings (3/9ths):

Max summer earnings (IBS/9*3 months)	\$34,725
IBS 1/9th monthly maximum salary	\$11,575

Calculate Summer Monthly Earnings:

1-month Admin Salary	\$1,575
Other sources (research, teaching, etc.)	<u>\$10,000</u>
Total IBS 1/9th monthly salary	\$11,575

9 - 9 Scenario AY appointment with an AY administrative and/or endowed appointment

Scenario Baseline:

AY Appointment Salary	\$90,000
AY Admin Salary 3%	\$2,700

Calculate IBS:

AY Base Salary	\$90,000
AY Admin Salary	<u>\$2,700</u>
Total IBS	\$92,700

Determine Max Summer Earnings (3/9ths):

Max summer earnings (IBS/9*3 months)	\$30,900
IBS 1/9th monthly maximum salary	\$10,300

Calculate Summer Monthly Earnings:

1-month Admin Salary	\$0
Other sources (research, teaching, etc.)	<u>\$10,300</u>
Total IBS 1/9th monthly salary	\$10,300

For information or questions email:

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