



## **Institutional Base Salary and Summer Salary Limits for Tenured and Tenure-Track Faculty**

### **What**

We are making CU Boulder's calculation of IBS consistent with federal requirements (uniform guidance). We have two new policy statements that will be available on our web site. Research & Innovation Office Admin section:

<https://www.colorado.edu/researchinnovation/resources/policies>

### **Why**

Federal requirements through Uniform Guidance require us to clearly define IBS and apply it consistently.

### **Who does this affect?**

Specifically these policies impact faculty with 9-month regular academic salary **and** a 12-month administrative salary. Less than 10% of the TTT.

### **Effective date**

September 2018

### **Bottom Line**

- Two clear policies separated from procedure (no change to summer salary policy)

[Institutional Base Salary Policy Statement](#)

[Summer Salary Limits for Tenured and Tenure-Track Faculty Policy Statement](#)

- Earning potential is the same – no loss in earning potential.
- The updated IBS calculations have been tested against numerous real scenarios.
- Effort and earning are congruent.
- New tools available to staff allow easy determination of IBS