

What is Institutional Base Salary?

Who is impacted?

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

Not impacted:

- 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 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 a 12-month administrative 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