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.)

**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 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
- Maximum pay in any given summer month not to exceed 95% of IBS

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: $14,175
- Total IBS: $104,175

**Calculate Summer Monthly Earning:**
- Total IBS: $104,175
- Monthly pay at 1/9th: $11,575
- Max in any given month 95%: $10,996