

**Policy Statement Title:** Institutional Base Salary  
**Functional Area:**

and c) the academic year portion of an endowed professorship and/or endowed chair appointment salary. The IBS determines the maximum amount of salary that can be earned during the summer and does not include: overload teaching, continuing education appointments, monetary awards, compensation earned for services performed external to the University, administrative salary paid during the summer months, and endowed professorships and endowed chairs paid during the summer months.

**Three-Ninths Rule:** CU Boulder

Sponsored project salary support can be requested for work performed during the academic year which creates salary savings for the university. Procedures for handling such salary savings are implemented at the College or School level.

**D. Full-Time AY Faculty Appointments on Reduced Work Schedules**

Faculty members having full-time appointments who are working a reduced work schedule (e.g. faculty with phased retirements) are considered full-time employees. They can charge for work performed on sponsored awards based upon their full-time academic year base salary and follow the standard IBS guidelines.

**E. Part-Time AY Faculty**

The IBS tool in the HCM System adjusts part-time academic year appointment salary to a 100% level to provide consistent treatment of all faculty salary and associated IBS. Part-time AY faculty appointments can charge for summer work performed on sponsored awards following standard IBS guidelines that apply to full-time AY faculty appointments.

**A. Non-Federally Funded Sponsored Project Work**

Charges for work performed by AY faculty on non-federally funded work as part of their CU Boulder appointment shall not be less than the academic year base salary rate of pay but can be higher if the sponsor is willing to bear the additional cost. Projects charging a rate of pay higher than the academic year base salary rate must include facilities and administrative (F&A) charges. In instances where a higher rate of pay will be accepted by the sponsor, prior approval is required from the department.

Board of Regents Policy 5.C.4.(D)