



# University of Colorado

Boulder | Colorado Springs | Denver | Anschutz Medical Campus

## BOARD OF REGENTS

1 **11. — COMPENSATION**

2  
3 **Policy 11.B: Faculty Salary\***

4  
5 11.B.1 Salary PrinciplesIntroduction

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8  
9 (A) — Introduction

10  
11 The university recognizes the vital importance of its faculty to the mission of the University  
12 of Colorado. Teaching students is one fundamental purpose of the university and the need to  
13 invest resources in them to develop and maintain the capacity to achieve its mission. A  
14 fundamental purpose of the University of Colorado is the teaching of students; it is faculty  
15 members who provide that instruction. The faculty convey the latest information and  
16 techniques to students so that ~~our~~ graduates can be educated citizens and locally, nationally,  
17 and internationally competitive. Generating new knowledge is a second fundamental  
18 purpose of the university ~~is to; it is generate new knowledge.~~ Faculty members who define  
19 the cutting edge of their fields of knowledge through their scholarly/creative work, which  
20 also strengthens the education of their students. Faculty members also contribute to the  
21 university’s well-being, mission, and operations through shared governance and leadership  
22 and service to the institution and the community. ~~[A glossary of salary terminology is~~  
23 ~~located at the end of this policy.]~~

24  
25 The university recognizes the central role of the faculty in maintaining and furthering its  
26 mission by investing resources in them including resources to support their salaries. This  
27 policy is focused on key faculty salary principles and processes, with additional details  
28 articulated in administrative policy statements and campus policies.

29  
30 (B) Principles

31  
32 Faculty salary (a portion of total compensation) is a major factor in attracting, retaining, and  
33 rewarding highly qualified faculty and maintaining~~securing the~~ quality of the university’s  
34 academic programs (see Regent Policy 10E – Compensation Principles). ~~Therefore, the~~  
35 salary needs of the faculty will ~~It shall~~ be a high-priority element of in annual budgetary  
36 planning ~~each fiscal year.~~ (Note: ~~Compensation in addition to salary is determined at the~~  
37 ~~university level and is described in Regent Policy 11.F: Benefits)~~

38  
39 —The university is committed to identifying and remedying unlawful pay inequities.

40 ==

41 Each campus shall have a policy or mechanism for periodic review of salary structure for  
42 inequities.

43  
44  
45 11.B.2 Annual Salary Adjustments<sup>1</sup>

46  
47 (A) Annual adjustments to an individual’s salary may be the result of:

- 48  
49 (1) the annual base-building merit evaluation process;  
50 (2) other base-building adjustments, for example, to address market, career merit  
51 inequities, salary equity, promotion, or institutional priorities; and/or  
52 (3) non-base building adjustments.

53  
54 (B) Each campus shall develop a plan for allocation of the annual salary pool to  
55 schools/colleges and other academic and administrative units.

- 56  
57 (1) The campus plan shall not include salary recommendations for individual faculty.  
58 (2) The administration shall provide the campus faculty assembly with the  
59 opportunity to review the campus plan for allocating the salary pool.

60  
61 (C) Based on the dean’s authority and responsibilities as the principal academic and  
62 administrative officer of a school or college (see Regent Policy 4.A – Administration and  
63 Governance of Academic Units), the dean determines the salary pool allocation to  
64 primary units within a school or college.

65  
66 (D) ~~Salary Increase as a Term of a Retirement Incentive Agreement for Tenure or Tenure-~~  
67 ~~Track Faculty. Notwithstanding any other term or provision of this policy, the the~~  
68 ~~chancellors of each campus is have limited authorizedty to negotiateapprove a salary~~  
69 ~~increase as a part of an approvedindividual retirement incentive agreements for a tenure~~  
70 ~~or tenure-trackeligible faculty on the chancellor’s campus-member. -See Administrative~~  
71 ~~Policy Statement 5016 – Faculty Retirement Agreements.~~

72 ==

73  
74  
75 (a) — Merit shall be the prevailing factor in all recommended salary  
76 increases. Determinations of merit shall be made by a collegial and  
77 consultative process within the primary unit using clearly  
78 articulated standards of merit and employing existing primary unit  
79 (defined in the glossary) guidelines, including peer review.

80  
81 (b) — Salary increments shall be used to reward merit defined in terms of  
82 systematic, comparative evaluations of teaching and learning  
83 facilitation, scholarly/creative work, clinical and/or professional  
84 practice, where relevant, and leadership and service. A unit head

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<sup>1</sup> Salary adjustment may be an increase or a decrease in salary.

85 recommends a salary increment based upon the weights specified in  
86 each faculty member's workload assignment.

87  
88 • Primary units may choose to evaluate merit over multiple years  
89 (up to five years) in order to reflect ongoing achievements in  
90 teaching, scholarly/creative work, and leadership and service  
91 that may not yield measurable results in any given year. This  
92 principle of a rolling measure of merit recognizes that some  
93 projects require years to come to fruition and that strongly  
94 productive years may coincide with years with low salary  
95 pools. This approach produces more equitable and accurate  
96 results.

97  
98 (c) Each campus may implement structural adjustments for market,  
99 career merit inequities, salary equity, and promotion, as needed,  
100 within the guidelines of the salary policy (see section 11.B.2),  
101 always basing such adjustments upon the systematic evaluation of  
102 merit. In keeping with the collegial and consultative process of  
103 determining merit increases, the general guidelines and rationale for  
104 structural adjustments given in a primary unit shall be made known  
105 to its faculty early in the process.

106  
107 (1) Salary pools (defined in the glossary) may differ from campus to campus.  
108 The approved range in the salary pools must include both base building  
109 and any non-base building salary adjustments.

110  
111 (a) Academic units that have approved alternative faculty  
112 compensation plans shall follow the requirements of those plans.  
113 Such plans may differ from the details contained in this policy.  
114 However, alternative compensation plans shall uphold the basic  
115 principle that merit is the prevailing factor in all recommended  
116 salary increases.

117  
118 (b) Each campus shall develop a plan for allocation of approved salary  
119 levels that provides guidelines for implementing these salary  
120 principles. Plans must be developed and implemented in  
121 consultation with faculty. Plans must also adhere to adopted  
122 principles but may differ in specifics from campus to campus where  
123 those differences are appropriate and justified. Campus plans shall  
124 address the processes of determining salaries for the faculty and  
125 shall be made available to all campus faculty members.

126  
127 (c) Faculty members may be awarded non-base building salary based  
128 on merit and in accordance with specific criteria and guidelines  
129 approved by the campus chancellor. These increases may be  
130 awarded for no more than one academic year at a time; however,

they may be renewed in subsequent years. Non-base building increases may take the form of fellowships, awards, etc. The use of non-general funds as the source of such compensation is encouraged. Award criteria and source of funding must be approved in advance by the campus chancellor.

(d) — The university has long recognized non-base building salary increases for extra duties authorized in accordance with defined approval processes in section 11.B.2(H), Additional Pay.

(2) — An Open Process. There must be ongoing communication regarding standards of performance for merit increases among faculty members and all administrative (chairs, deans, and campus academic affairs office) levels. All annual merit evaluation standards for faculty members shall be developed in consultation with them and incorporated into primary unit criteria. These standards must identify what level of performance meets professional expectations. Also, any changes to structural adjustment policies shall be made known to faculty members. Each faculty member shall have access to a copy of the evaluations and recommendations, from all administrative levels, regarding their review for a merit increase.

Each campus shall have a salary oversight committee composed of faculty members and administrators. The faculty representatives shall be selected by a method that is mutually agreed upon by campus faculty governance and campus administration. The committee shall examine the salary process on the campus and review salary recommendations — by category rather than by individual case — to ensure compliance with this policy. It is the responsibility of this committee to assure that peer ratings of merit are, on the whole, the primary determinants of salary adjustments.

Each campus shall have in place a salary grievance process to which faculty members may turn for review of their individual salaries. Individuals who are dissatisfied with their salary have the right to appeal through administrative channels and to seek a review of that appeal. If the salary grievance is claimed to be due to a perceived violation of academic freedom or academic rights, a grievance to the Faculty Senate grievance committee may be filed in accordance with regent policy 5.G (see regent policy 5.G.1.C). A grievance may not be filed until all available administrative appeals have been exhausted (see regent policy 5.D.7).

### 11.B.32 Determining Annual Salary Policy

#### Salary Adjustments

A faculty member's total base salary adjustment shall include the annual merit-based salary adjustment, and any additional base-building salary adjustments to address market, career merit

177 inequities, salary equity, promotion, and institutional priorities. A faculty member may also  
178 receive non-base building adjustments in certain circumstances.

179  
180 Four steps are discussed below: determining the annual merit score of each faculty member;  
181 determining the merit-based, base-building salary adjustments; determining additional base-  
182 building salary adjustments; and finally, determining any non-base-building salary adjustments.

183  
184 As part of the annual salary process, each faculty member shall have access to a copy of their  
185 salary recommendations from all administrative levels.

186  
187 (A).--Annual Merit Evaluation

188  
189 (1) Activities and expectations for teaching, scholarly/creative work, leadership and service,  
190 and where applicable, other categories specific to the unit (e.g., clinical activity  
191 librarianship) vary widely across and within primary units. For this reason, the unit level  
192 annual evaluation process should reasonably include both objective and subjective  
193 professional judgments. Reducing the inherent complexity of faculty activities to a strict  
194 formula is discouraged.

195  
196 (2) Determinations of annual merit-based salary adjustments shall be made based on primary  
197 unit processes that are clearly articulated in a written document.

198  
199 (a) The faculty of the primary unit shall develop, in consultation with the chair, dean, and  
200 the provost, a process for annual merit evaluation. As described in Regent Policy  
201 5.C.4(B), faculty evaluations shall be based on peer review, with exceptions at the  
202 Anschutz Medical Campus. The annual merit evaluation process shall be made  
203 known to all faculty members within a unit.

204  
205 (b) The primary unit annual merit evaluation process shall consider teaching,  
206 scholarly/creative work, leadership and service, and where applicable, other  
207 categories specific to the unit (e.g., clinical activity, librarianship). The primary unit  
208 evaluation process shall lead to a determination of performance in each category. The  
209 annual merit evaluation process shall consider the individual's agreed upon workload  
210 for the evaluation year. The overall annual merit score shall be the weighted  
211 combination, based on workload, of the individual category scores.

212  
213 (c) Each primary unit shall have a mechanism that captures a uniform set of parameters  
214 for annual activities in teaching, scholarly/creative work, leadership and service, and  
215 where applicable, other categories specific to the unit (e.g., clinical activity,  
216 librarianship), including information from the annual Faculty Report of Professional  
217 Activity (e.g., faculty course questionnaire data, class size, course modality, research  
218 expenditures, acceptance rates of publications venues, etc.). This mechanism shall be  
219 clearly articulated in a written document that is available to all faculty members in the  
220 unit.

222 (d) In any given year, primary units may choose to evaluate parameters (e.g.,  
223 publications) based on performance over multiple years (up to five years) to reflect  
224 ongoing activities that may not yield measurable results in a single year. Parameters  
225 for multiple year evaluations shall be the same as the individual year parameters.

226  
227 (e) See corresponding Administrative Policy Statements 5008 - Faculty Performance  
228 Evaluations and 1009 - Multiple Means of Teaching Evaluation.

229  
230 (f) The administration may review the performance scores produced by the faculty  
231 process to evaluate, as appropriate, intra- and inter-unit consistency.

232  
233 (B) Annual Merit-based, Base-building Salary Adjustment

234  
235 (1) Using annual merit scores, each primary unit shall have a transparent process for making  
236 initial annual merit-based, base-building recommendations for salary adjustments.

237  
238 (C) Additional Base-building Salary Adjustments

239  
240 Market, career merit inequities, salary equity, promotion, and institutional priorities may lead to  
241 additional base-building salary adjustments.

242  
243 The resources for salary increases are dependent on: (1) external decisions, e.g., state  
244 funding; (2) system decisions, based on general principles for allocation to the campuses  
245 worked out collectively by the chancellors and the president, subject to approval by the  
246 Board of Regents; and (3) internal decisions, e.g., each campus's stated goals for  
247 compensation based on analysis of the competing demands for resources among campus  
248 priorities.

249  
250 — Each campus wishes to compensate its faculty in a manner that explicitly  
251 rewards meritorious performance in teaching, scholarly/creative work, clinical  
252 and/or professional practice, where relevant, and leadership and service and in a  
253 manner that is competitive with its marketplace (as fiscal constraints allow).  
254 Accordingly, unit heads should provide separate evaluation scores for:  
255 instruction and learning facilitation, scholarly/creative work, clinical and/or  
256 professional practice, where relevant, and leadership and service. The evaluation  
257 scores should be weighted according to the individual's agreed-upon workload  
258 allocation or as assigned in the prior year.

259  
260 — A range for each campus's salary pool increase or decrease shall be developed by  
261 the president and campus chancellors and approved by the Board of Regents  
262 each spring as part of the ongoing budget process.

263  
264 — Funds for salaries and annual merit increases derive from several sources,  
265 including state appropriations, tuition, grants and contracts, endowments, and  
266 faculty practice plans. The award of merit increases depends upon the funds

267 available. Increasingly, faculty activities are becoming a major source of those  
268 funds.

269  
270 — Notwithstanding any provision of this policy, the chancellor or the president may  
271 designate funds to distribute for salary increases for merit, salary equity, market,  
272 career merit inequities, promotional, title changes, and additional responsibilities  
273 (without a title change).

274  
275 **(A) Salary Freezes and Decreases.** When the salary pool is inadequate to provide base  
276 salary increases for faculty members, the following options are available to the campuses:

277  
278 (1) Base salaries may be frozen; or

279  
280 (2) Base salaries of faculty members may be decreased as follows: (a) simultaneous uniform  
281 percentage decreases in the salaries of all faculty members on a campus, or (b) simultaneous  
282 uniform percentage decreases in the base salaries of a class of faculty members on a campus  
283 such as those of a particular rank, or in a particular department/school, institute, center, or in  
284 a particular funding source. When base salaries are to be decreased as described in this  
285 section, the campus salary oversight committee shall review the criteria for such differential  
286 decreases as part of its normal oversight. Base salaries should not be decreased to rectify  
287 salary inequities.

288  
289 **(B) Relevant Policies**

290  
291 (1) **Salary Increases Are Merit Based.** Article 11.A.1 of the Laws of the Regents,  
292 established that salary increases for faculty members are to be given on the basis of the  
293 systematic comparative evaluation of merit, and in consideration of each individual's  
294 assigned differentiated workload assignment and total contributions to the university.

295  
296 Adjustments are based on peer evaluations of a faculty member's record in teaching,  
297 research/creative work (clinical and/or professional practice, where relevant) and leadership  
298 and service.

299  
300 (2) **Role of Primary Unit, Department Chair, and Dean.** Each primary unit develops and  
301 makes available to all faculty members a written statement of criteria for salary increase  
302 recommendations.

303  
304 Because of the dean's and the vice chancellor's roles in the annual salary review process, the  
305 criteria used by primary units must be developed in consultation with the dean and the  
306 provost/vice chancellor for academic affairs.

307  
308 Recommendations for merit increases are to be determined by the department. In primary  
309 units where a salary committee may make the salary increment recommendations, the chair  
310 may submit comments to the dean in addition to the recommendations but may not overrule  
311 recommendations of the department or of regularly constituted committees of the department.  
312 When a school, college, or library is the primary unit, recommendations for merit increases

313 are to be determined by the dean in consultation with school, college, or library faculty (who  
314 provide the peer review).

315  
316 Deans also play an important role in the determination of salary increases. According to  
317 regent policy 4.A.1, deans are responsible for “budgetary planning and allocation of funds,”  
318 including recommendations regarding faculty member salary adjustments. As deans are  
319 responsible for the overall intellectual health and vigor of their schools, colleges, or libraries  
320 through academic planning and budget decisions, they are responsible for ensuring that  
321 allocations of merit-based salary increments to individuals and of unit merit funds to units  
322 serve the larger academic purposes of the primary unit. Similarly, the provost/vice chancellor  
323 for academic affairs and the chancellor have responsibility for ensuring that the overall  
324 allocation of salary adjustments to colleges, schools, and libraries serves to benefit the  
325 campus as a whole and that the process of annual salary adjustments conforms to this policy.

326  
327 Campus merit evaluation processes must carefully balance the need to reward those whose  
328 performance is outstanding or exceeds expectations with the need to reward performance that  
329 meets expectations, which is the backbone of the university. Campuses should set goals for  
330 salary allocations that embody this principle of fairness.

331  
332 Merit, Market, and Other Factors.

333 Campuses are permitted to provide market increment adjustments to units where there is  
334 evidence of faculty recruitment and retention that is adversely affected.

335  
336 ~~(4) Campuses shall have a transparent process for evaluating needs and awarding salary~~  
337 ~~adjustments to address market, career merit inequities, salary equity, promotion, and~~  
338 ~~institutional priorities. The processes should also consider and address inequities arising~~  
339 ~~from these related adjustments. While salary increments are given to reward the performance~~  
340 ~~of meritorious individual faculty members, other legitimate considerations may shape the~~  
341 ~~allocation of resources for salary increases to schools/colleges and units in order to further~~  
342 ~~the goals of the campus as a whole. The university is committed to identifying and~~  
343 ~~remediating unlawful pay inequities.~~

344 (1)

345  
346 (D) Total Annual Base-building Salary Adjustment

347 ~~While campus allocations to primary units should be made on the basis of merit, highly-~~  
348 ~~productive units should be more highly rewarded than less productive units. In order to identify~~  
349 ~~highly productive units for purposes of unit merit allocations, each campus, in a collegial process~~  
350 ~~involving faculty members and administrators, should develop a process for evaluating the merit~~  
351 ~~of academic units, using criteria that assess the contributions of the unit to the campus’s role and~~  
352 ~~mission in the areas of teaching, scholarly/creative work, leadership and service, and clinical~~  
353 ~~and/or professional practices at appropriate units.~~

354  
355 (1) Based on the recommendations in Sections 11.B.3(B)(1) and 11.B.3(C), the annual base-  
356 building salary adjustment shall be made by the primary unit to the dean who shall then  
357 issue a recommendation to the provost and chancellor for final approval.



~~(a) — Campuses are permitted to provide market increment adjustments to units where there is evidence of faculty recruitment and retention that is adversely affected.~~

~~(b) — The policy recognizes the balancing concern of relative internal salary position. Care must be taken to ensure that market salary strategies do not lead to the development of inequities in salaries within or across disciplines.~~

~~Other legitimate grounds for salary increases include promotion and periodic review of career merit inequities. Salary differences arising from differences in the merit of performance should be expected, and are not grounds for salary equity adjustments.~~

~~(A) **Implementation.** Implementation usually happens annually. For individual increases that equal or exceed twice the percentage of the salary pool — e.g., 7% or above in a 3.5% campus pool — explanatory notes are expected to accompany the recommendation.~~

~~(B)~~

~~(C) **Delay in Implementation and/or Mid-Year Salary Adjustment.** For fiscal reasons, a chancellor or the president, for system administration, may decide to delay the implementation of approved salary adjustments. Subject to board approval, campuses may implement a mid-year salary adjustment process for additional salary adjustments.~~

~~(D) **(A) Salary Increase as a Term of a Retirement Incentive Agreement for Tenure or Tenure-Track Faculty.** Notwithstanding any other term or provision of this policy, the chancellors have limited authority to negotiate a salary increase as a part of an approved retirement incentive agreement for a tenure or tenure-track faculty member. See APS 5016 — Faculty Retirement Agreements.~~

~~**Salary Adjustment for an Administrator Returning to a Faculty Position.** The faculty salary of an administrator returning to a faculty position shall be determined by the appointing authority in consultation with the dean of the college and the chair of the unit in which the faculty position is rostered. The appropriate salary shall be based upon the faculty member's academic and administrative experience, expertise, standing in the discipline, and duties the faculty member is expected to perform. The faculty member's salary shall be within the salary range of faculty of the same rank in the academic unit and shall be no higher than the highest salary in the academic unit. The president (or the Board of Regents in the case of a president returning to the faculty) may authorize and approve exceptions to this policy only under the most extraordinary circumstances.~~

~~(E) Additional Pay/Non-base Building Adjustments.~~

~~Faculty members may be awarded non-base-building salary adjustments based on merit and in accordance with specific criteria and guidelines approved by the campus chancellor. These salary~~

adjustments may be awarded for no more than one academic year at a time; however, they may be renewed in subsequent years.

~~(E) Faculty who perform work outside their regular duties or at a substantially higher level than their regular assignment may be awarded a non-base-building salary supplement. This may include teaching or other work beyond the faculty members' standard assignment and is not associated with a differentiated workload. It is recognized that in certain instances additional pay is necessary to the mission of the university due to the breadth of the university's instructional and service programs. In limited circumstances employees may be asked to perform additional work integrated throughout their regular assignment, or work that is at a substantially higher level than their current assignment. In some cases, the employee cannot be reasonably expected to maintain their current workload within their normal work hours. Additional pay is most appropriate in those cases in which the employee is working on an assignment outside normal duties. Additional work hours do not count as extra service credit toward retirement; however, such earnings are subject to retirement contributions and deductions as applicable under the appropriate retirement plan.~~

~~— Additional pay to employees providing services, on an overload basis or outside their normal duties, must be determined by the department head and other appropriate administrative officials, and approved according to campus policies and processes. Departments are encouraged to provide release time, when feasible, in lieu of additional pay when an overload assignment is necessary. All recommendations for additional pay must be accompanied by documentation of the nature of the overload assignment and summary of the employees' current responsibilities.~~

~~— Additional pay from appointments involving two or more departments/units requires approval from all departments/units involved. All recommendations must be submitted in advance to permit time for review and approval. In no case should an employee be paid additional pay that was not pre-approved.~~

~~(1)~~

~~(2) FA faculty member who has an administrative appointment or compensatory duties outside the scope of the primary position's scope of responsibilities may qualify for a non-base-building administrative salary supplement ~~tipend~~ with written approval by the supervisor and dean of the faculty member's primary unit, and, as may be required, by the provost, chancellor, or president.~~

~~— Faculty who have received an a~~

~~(1) **Extra Work Outside of Regular Duties.** Additional pay for extra work outside of a full-time faculty member's regular duties may be authorized in writing by the supervisor and dean of the faculty member's primary unit for the following:~~

- ~~— (a) Overload teaching,~~
- ~~— (b) Continuing education teaching,~~
- ~~— (c) Summer school teaching,~~

- (d) Intersession teaching,
- (e) Summer sponsored research, and
- (f) Institutional agreements as per a contract or grant.

~~(2) **Administrative Stipend.** A faculty member who has an administrative appointment or compensatory duties outside the scope of the primary position's scope of responsibilities may qualify for an administrative stipend with written approval by the supervisor and dean of the faculty member's primary unit, and as may be required by the chancellor or president. Examples include:~~

- ~~—(a) University leadership and service, such as department chair or faculty governance; and~~
- ~~—(b) Significant workload increase, leadership, or supervisory responsibility such as Executive MBA stipend.~~

~~(3) **Fellowships, Grants and Awards.** Faculty fellowships and grants approved monetary, and recognition and achievement awards constitute other forms of may be issued a non-base-building salary supplement additional pay.~~

~~(3)-~~

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#### 11.B.4 Appeal Processes

(A) Faculty members who are not satisfied with their annual merit evaluation rating may request a peer review based on primary unit or school/college procedures. See Administrative Policy Statement 5008 – Faculty Performance Evaluations.

(B) Faculty members who are not satisfied with their annual salary have the right to appeal through campus defined administrative processes and to seek a review of that appeal.

480 (C) For any perceived violations of academic freedom or academic rights, including those  
481 that may be associated with a salary appeal, a grievance to the Faculty Senate Grievance  
482 Committee (FSGC) may be filed in accordance with Regent Policy 5.G (See Regent  
483 Policy 5.G.1.C).

484  
485  
486 \*At the Anschutz Medical Campus, faculty covered by alternative faculty compensation plans  
487 shall follow the requirements of those plans. Such plans may include terms and procedures that  
488 differ from those contained in this Regent policy. In addition, processes for salary pool  
489 allocations and annual faculty evaluation at the Anschutz Medical Campus may vary from those  
490 described in this policy.

491  
492  
493 **GLOSSARY-EXPLANATION OF TERMS FOR THE UNIVERSITY OF COLORADO'S**  
494 **SALARY POLICY FOR FACULTY USED IN REGENT POLICY 11B**

495  
496 **Merit**

497 Merit is the prevailing factor in all salary increases at the University of Colorado. Peer evaluation  
498 of faculty performance in the areas of teaching, scholarly/creative work, and leadership and  
499 service, and where applicable, other categories specific to the unit (e.g., clinical activity,  
500 librarianship) forms the basis for merit increases. Salary adjustments or increases that take into  
501 account market, career merit inequities, salary equity, promotion, or institutional priorities must  
502 be simultaneously based on merit.

503 **Additional Pay**

504  
505 Additional pay is a non base building increase to salary authorized when an overload assignment  
506 is necessary to carry out the responsibilities of the university and the employee's normal  
507 workload cannot be adjusted to permit the proposed work to be done as part of their regular  
508 duties. Administrative stipend, faculty fellowships and grants, and recognition and achievement  
509 awards constitute forms of additional pay.

510  
511 **Administrative Stipend**

512 An administrative stipend is a form of additional pay authorized to be added to annual salary,  
513 either monthly or as a single amount, for additional duties or services the employee provides  
514 outside the primary position's scope of responsibilities. Administrative stipends are time-specific  
515 and shall not continue beyond the termination of the additional administrative duties.

516  
517 **Career Merit**

518 Merit is the prevailing factor for which salary increases are made. -Year-to-year variations in the  
519 amount of funds in the available salary pool as well as the timing of faculty productivity can lead  
520 to salary inequities over time. -Evaluations using career merit allow a unit to remedy any  
521 inadvertent discrepancies caused by the vicissitudes of budgets and timing of productivity.

522  
523 **Market Adjustments/Increments**

Market ~~increments-adjustments~~ are ~~increases-salary adjustments~~~~in salaries~~ given to the primary unit to match significant competitive changes in the salary available to members of a particular discipline or specialty at comparable institutions.

**Merit**

~~Merit is the prevailing factor in all salary increases at the University of Colorado. Peer evaluation of faculty performance in the areas of teaching, scholarly/creative work, and leadership and service forms the basis for merit increases. Salary adjustments or increases that take into account market, career merit inequities, salary equity, or structural factors must be simultaneously based on merit.~~

**Non-Base Building Salary**

~~Non-base building salary, authorized as additional pay, may come in the form of a stipend, fellowship, grant or award. Like other types of salary, it must be granted on the basis of merit. Non-base building salary may be authorized if funds are available and for no more than one year at a time. Recipients may be eligible to receive non-base building salary in subsequent years, but the university is under no obligation to renew the award. The use of non-general funds as the source for such salary is encouraged. Campuses that provide non-base building salary must develop specific guidelines with criteria for such awards. Criteria and sources of funds must be approved in advance by the chancellor. Non-base building salary is one of the university's strategies to increase resources for the faculty.~~

**Primary Unit**

~~Schools and colleges are academic units approved by the Board of Regents. Departments are academic units, within a school or college, approved by the Board of Regents. Departments approved by the Board of Regents are primary units. Schools or colleges without regent-approved departments are primary units. According to Regent Policy 5.A.1(B)(3), faculty members of the primary unit shall have principal responsibility for the conduct of annual faculty performance evaluations and post-tenure reviews based on procedures developed in collaboration with the administration, as stated in Regent Policy 5.A.1(C)(1).~~

~~Primary unit refers to the unit composed of professional colleagues having authority to make personnel recommendations. In schools, colleges, or libraries with departmental organizations, each department will constitute a primary unit. In a school, college, or library without such organization, all tenured and tenure-track faculty members shall have responsibility for developing the terms of their working structure whereby the primary unit is defined.~~

**Salary Adjustments**

~~Salary adjustment refers to either increases or decreases in salaries.~~

**Salary Equity**

The university is committed to salary equity for all members of the faculty and follows a practice of periodic equity reviews of salary profiles to compare ~~individuals to similarly situated faculty others~~ in the primary unit.

570 **Salary Pool**

571 The term salary pool, approved annually by the Board of Regents, supports both annual merit  
572 evaluation-based salary adjustments and adjustments for market, career merit inequities, salary  
573 equity, promotion, and institutional priorities. refers to the maximum average percentage  
574 increase in salary approved by the Board of Regents.

575

576 **Structural Adjustments**

577 ~~Structural adjustments are granted to whole units or categories of faculty when it is determined~~  
578 ~~that the entire structure of salaries is out of alignment. For example, salary compression for~~  
579 ~~senior faculty could lead to the decision to make structural adjustments to the salaries of full~~  
580 ~~professors.~~

581

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582 **History:**

- 583 • Adopted: May 19, 2009,
  - 584 ○ Replaces and incorporates the provisions of Regent Policy 11.F.2: Compensation
  - 585 Principles and Policy for Faculty and Glossary,
  - 586 ○ Replaces and incorporates the provisions of Regent Policy 11.F.2: Addendum to
  - 587 Compensation Principles and Policy for Faculty,
  - 588 ○ Replaces and incorporates the provision of additional pay for extra work contained in
  - 589 Regent Policy 5.D Additional Remuneration For Extra Work,
  - 590 ○ Incorporates the provision for faculty salary computation for a faculty member ending an
  - 591 administrator appointment and returning to a faculty appointment contained in Regent
  - 592 Policy 3.I: Compensation for Administrative Officers Returning to AY Faculty Positions.
- 593 • Revised: April 29, 2014; April 17, 2015 (the term “officer and exempt professional” was
- 594 replaced with the term “university staff”); February 10, 2022 - revised for changes related to
- 595 the Colorado Equal Pay for Equal Work Act and made retroactive to January 1, 2021; May 9,
- 596 2022 - administrative change made to address faculty grievance language by adding updated
- 597 language that was removed from regent policy 10.E.
- 598 • Last Reviewed: April 29, 2014.
- 599