FIRST AMENDED AND RESTATED SCHOOL OF MEDICINE
BSI SALARY PLAN POLICIES

(Approved by the Board of Regents on September 14, 1995; Amendments approved on August 17, 2023 and August 18, 2026)

Recitals

- WHEREAS in 1995 the School of Medicine received approval from the Board of Regents ("BOR") to implement an alternative compensation plan;
- WHEREAS on December 9, 2004, the BOR approved a Resolution ("2004 BOR Resolution") authorizing the Chancellor to approve alternative compensation plans for the various other health sciences schools and colleges of the University of Colorado Health Sciences Center Campus;
- WHEREAS the 2004 BOR Resolution states that "[Compensation] Plans may be developed and periodically reviewed in a collaborative process between the school's administration and faculty;"
- WHEREAS, Section II(B) of the 2004 BOR Resolution provides that "The Chancellor has the authority to approve Plans and any modifications of previously approved Plans that conform to the *Alternative Faculty Compensation Plan for the Health Sciences Schools."* Thus, BOR approval is not required to create or modify a school's alternative compensation plan, as long as the proposed terms fall within the parameters set forth in the 2004 document;
- WHEREAS on June 20, 2023 the Executive Committee and the Faculty Senate of the School of Medicine approved the changes outlined below to Section A.5 of the School of Medicine BSI alternative compensation plan;
- WHEREAS, on August 17, 2023, the Chancellor approved the changes outlined below to Section A.5 of the School of Medicine alternative compensation, and
- WHEREAS, the proposed modifications to the SOM BSI plan outlined below need approval of the administration after collaboration with the faculty, except that the changes in Section A.5 have already been approved by the Dean, Executive Committee and Faculty Senate of the SOM and by the Chancellor of the Anschutz Medical Campus:

A. General Policies

1. All paid faculty at the rank of instructor or higher in all departments will participate in the BSI Salary Plan. The normal salary for faculty at the rank of assistant professor or above will include a Base and Supplement component. The normal salary for instructors and senior instructors will include a Supplement component only. Incentives may be provided under UPI/USI policies but are not guaranteed from year to year.

2. Each faculty member will be notified each year of the various (BSI) components of his/her salary for the subsequent fiscal year as part of the normal budget process. The supplement is subject to renegotiation each year.

3. Consistent with University policy and Campus Administrative Policy 1005A (July 1, 2020), individual salaries and salary increases will be based on consideration of merit, market, equity, rank, the individual's total contributions to the School, and the availability of funds. Salary adjustments will occur only during designated salary setting times, except that salary adjustments may be made at other times when justified by a substantial change in an individual's job responsibilities that is fully described in a new letter of offer.

4. There will be no maximum (cap) on the salary increase (Base plus Supplement) a faculty member may receive in a given year, however, as a general guideline, salary increases should not exceed 15%.

5. The maximum decrease in salary (Base plus Supplement) allowed in a given year will be 15%, unless (a) there is a written agreement in force prior to July 1, 1996 that provides for a decrease of more than 15% in total salary or (b) a decrease of more than 15% is reviewed and approved by the Dean and the Chancellor. Generally, a faculty member's salary may not be decreased below their individual Base level except in cases when the Board of Regents decides to reduce faculty salaries. However, if there are other extenuating circumstances, the Dean and Chancellor may approve a decrease in a faculty member's salary below their base. The maximum salary reduction below base permitted in any given year shall be 15%. Salary reductions below the base will only be considered by the Dean and Chancellor if each of the following requirements is met: A) The faculty member has received a "below expectations" or "not meeting expectations" rating as part of an annual performance or post-tenure review; B) The faculty member's performance has not satisfactorily improved as expected after the Performance Improvement Agreement (PIA) or Extensive Review (ER) triggered by this performance rating; and C) the Chair of the department has provided evidence that the faculty member's failure to meet expectations has caused harm to the department's academic programs or financial well-being.

   Before recommending a salary reduction below the base, the Chair must consider the faculty member's overall contributions to the Department and the School of Medicine, including non-financial contributions.

   The faculty member's department chair must prepare a written request for approval of a salary reduction below the base level, which shall be forwarded to the Dean of the School of Medicine. The Dean shall appoint an ad hoc committee of tenured faculty members to review the Chair's request before deciding whether to forward the request for the salary reduction to the Chancellor.

   The faculty member has the right to submit a statement for consideration by the ad hoc committee.

6. The BSI Salary Plan will not result in any reallocation of state dollars among departments. The BSI Salary Plan does not attempt to identify sources of funds as they relate to salary.

7. The BSI Salary Plan will become effective upon approval by the Board of Regents. No faculty member will have his/her salary reduced during 1995-96 unless there has been prior written notification pertaining to salary reduction.

8. Consistent with current policies, the commitment of a Base salary component extends only for the length of a faculty member's contract (time limited for non-tenured faculty; indefinite for tenured faculty), subject of course to any Regent resolution or policy that decreases faculty salaries.

9. Salary obligations to faculty at affiliates receiving some portion of their salary from the University will be clarified on a case-by-case basis by the Department. Once such clarification is made, a letter will be sent to the faculty member which will outline the commitment and the various salary components. The letter will be countersigned by the department chair, the dean and the faculty member. As applicable, the BSI Salary Plan will be used. In no case will the Base exceed the Base used for other faculty at the same rank as defined below. For new faculty at affiliates receiving partial salary support from the University, the letter of offer will detail what, if any, continuing salary obligations exist from the University and what components are involved (i.e., Base or Supplement).

10. Retirement benefits and the salary used for grants will be calculated based on total salary (Base and Supplement), consistent with current policies.

11. The BSI Salary Plan will be reviewed as necessary, and at least once every five years.

B. Base Salary Component

1. Each faculty member at the rank of assistant professor or above who does not currently have tenure will have a Base salary component as defined below. The Base will equal 70% of the average salary of the prior year of all basic science faculty by rank. The base component for each faculty member will be re-adjusted each year based on Regent and University policies pertaining to annual salary adjustments. For 1995-96, the following will be the base salaries for all currently non-tenured faculty regardless of track or department (The Base Salary does not include benefits which are calculated based on total salary):

	FY 2026 Base Salary
Professor	$140,028
Associate Professor	$105,180

Assistant Professor $94,668

2. Faculty who are now below the above Base level for their rank will have as their individual Base their current salary.

3. Faculty who are hired at salaries below the base level will have their full salary considered base until such time that it equals the established base level for that rank. This provision shall also apply to faculty who have salaries below the base level who are appointed or promoted to the ranks of assistant, associate or full professor.

4. Faculty who now have tenure will have as their Base, their current 1995-96 salary (excluding administrative stipends and incentives). Tenured faculty will not have their Base salary adjusted each year until such time as their current base salary is the same as the Base level for their rank. Their Base will then be adjusted in accordance with #1 above.

5. The "financial value" of tenure for current faculty who are awarded tenure after approval of the BSI Plan by the Regents, or new faculty offered positions with tenure after approval of the BSI Plan by the Regents, will be the Base salary for the rank as defined under #1 above.

6. Instructors and senior instructors will not have a Base salary component, in recognition of the very diverse range of employees this group encompasses.

7. The method for calculating the Base will be re-examined at least every five years in light of fiscal conditions, etc.

C. Supplement

1. Each faculty member at the rank of instructor or above will have a Supplement component to their salary. For assistant professors and above, the difference between the faculty member’s current salary and Base salary as defined in II.A. above will be the Supplement. For instructors, the Supplement will be the faculty member's current salary, since instructors will not have a Base component.

2. The Supplement will be determined annually for the subsequent fiscal year and will be based on merit, i.e., the faculty member's contributions to the division, the department and the School; his/her accomplishments in teaching, research clinical work, administrative activities and service; and on the funds available.

3. The faculty of each department, by majority vote, will develop guidelines for development of the Supplement component of salary, consistent with the mission of the department and the School. The guidelines will be submitted to the Dean for review and approval.

4. As part of the normal budget process, and before July 1st of each year, the Supplement component for each faculty member will be submitted to the Chancellor for his review and approval. Pursuant to Section 23-5-117 of the Colorado Revised Statutes, the Regents delegated to the Chancellor of the Anschutz Medical Campus the authority to approve the Supplement component of faculty salaries.

5. There will be no upper cap on Supplement increases in a given year, however, total salary should not be increased more than 15% a year as a general guideline.

6. Total salary (Base plus Supplement) may not be decreased more than 15% in a given year unless (a) there is a written agreement in force prior to July 1, 1996 that provides for a decrease of more than 15% in total salary or (b) a decrease of more than 15% is reviewed and approved by the Dean and the Chancellor.

7. Administrative stipends for valid administrative duties will be included in the Supplement but will end when the person leaves the administrative position and are subject to change from year to year depending on the nature of the administrative duties. Therefore, the 15% limitation on increases and decreases described in the preceding paragraph will not apply to administrative stipends. It is noted that administrative positions are "at will" positions.

D. Incentives

1. The current incentive system will remain unchanged. Incentives will be provided under the current UPI system with no guarantees from year to year.

2. When the USI system is developed, incentives for non-clinical consulting will be provided under the USI system with no guarantees from year to year.

E. Implementation Guidelines

1. The BSI Salary Plan will be implemented effective with the approval of the Plan by the Board of Regents. For faculty hired after that date, the letter of offer will specify the salary components (i.e., Base and Supplement). For current faculty, a letter will be sent to each faculty member specifying the salary components, consistent with the BSI Salary Plan.

2. New faculty offered appointments with tenure after the date of the Regents approval of the BSI Salary Plan, and current faculty awarded tenure after the date of the Regents approval will have as their base salaries the salaries specified on page 3.

3. The BSI Salary Plan will be fully implemented for all faculty for the 1996-97 fiscal year for salaries beginning July 1, 1996. The Base salary component for 1996-97 will be calculated using 1995-96 salaries.

4. Faculty whose contracts extend beyond June 30, 1996 may not have their salaries reduced below the 1995-96 level until such time as their current contract expires, unless there is prior written notification of salary reduction. (e.g., a faculty member whose current reappointment extends through June 30, 1998 may not have his/her salary reduced until the 1998-99 fiscal year.)