

Faculty Salary Policy Claremont Graduate University

Base academic salaries for CGU professors shall be determined by the pertinent Dean or equivalent unit head, with the approval of the Executive Vice President/Provost. Base salaries shall be reviewed on an annual basis, taking into consideration such factors as market comparisons, internal equity, budget, and contributions to the University in the form of teaching, research, administrative services, and community engagement. Adjustments in base salary may be made at other times with the approval of the pertinent Dean, the Provost, and the President, based on the same considerations.

Fulltime teaching faculty at CGU are appointed to teach four four-unit courses per academic year except during years when they are on sabbatical leave or other extended leave of absence. New faculty or current fulltime teaching faculty with a strong record of extramural support that benefits the University may be offered the option to become part-time teaching faculty and part-time research, clinical, or practice faculty with approval of the pertinent Dean, the Provost and the President. In such cases, the original 9-month salary may be supplemented with extramural support as approved by the Dean, Provost and President to make a new base salary to which an addition of up to 3/9th of the base salary applies (see below for the CGU policy on the maximum salary at CGU). Terms of such appointments will be adjusted from time to time based on success in obtaining extramural funding that benefits the University.

Full-time members of the Claremont Graduate University faculty on 9-month appointments, including research, clinical, and practice faculty members, are allowed to earn three-ninths (3/9ths) of their academic base salary for additional summer salary, plus an additional amount up to twenty percent (20%) of their academic base salary for extramurally funded CGU-related research and adjunct (overload) salary, *except where this is limited by specific terms of appointment*. Faculty members on full-time 12-month appointments, including coterminous faculty appointments, may receive an additional amount up to twenty percent (20%) of their 12-month base salary for extramurally funded CGU-related research and adjunct (overload) salary, *except where this is limited by specific terms of appointment*.

In addition to the above, faculty members may teach one adjunct (overload) course each semester outside their own disciplines.

Annual contracts for full-time faculty start on July 1 and end on June 30. The academic year is paid in twelve equal installments on or before the 26th of each month. Part-time faculty are employed, and salary is paid, for specific periods in accordance with individual terms of employment.

(amended and approved by PSS, 08/06/08; 05/9/11; 05/25/11)