June 2016
Lawrence University
Faculty Institutional Base Salary Policy

Tenured and tenure-track faculty
Institutional base salary (IBS) is the guaranteed, annual compensation for a faculty member’s
appointment by Lawrence University. For tenured and tenure-track faculty, the IBS is
compensation for an academic year (nine months) of work related to institutional responsibilities,
including teaching service, professional development, and professional activity such as research,
scholarship, and/or creative endeavors.
IBS may be modified for faculty leaves (e.g., sabbatical, parental leave, FMLA) under the terms
laid out in the Faculty Handbook, other institutional policies, or as negotiated with the Provost and
Dean of the Faculty or the Dean of the Conservatory.
Academic Year SalaT
ory.

June 2016

serving as department or program chair; and serving on search committees. Additionally, service

is understood to include service to the wider community, such as: revie ws; editing; serving a s a n

officer for a professional society; presenting to non-academic communities; and representing

Lawrence at community events or in volunteer roles.

Sal ary Supplements and St ip ends

Faculty may receive salary from external sources for periods of the year not covered by their 9

month academic year appoin tment. In general, faculty may receive u