

**IU School of Informatics, IUPUI, Policy on Cash Bonuses
for Academic Appointees**

Approved 11/30/04

Revised and Approved by the Dean of the Faculties 12/13/04

1. Academic appointees may receive a supplement of up to 10% of their salary for excellence in teaching, research or professional service. There is no entitlement to a bonus. The awarding of a bonus is at the discretion of the Executive Associate Dean.
2. Bonuses will be based on excellence, as defined in the documents *Indiana University School of Informatics Promotion and Tenure Guidelines* and the *IU School of Informatics Statement of Salary Policy*. Excellence in one area - teaching, research or service - must be achieved to receive a bonus. In addition, at least satisfactory performance in the other two areas must be attained, although this may differ depending on whether the academic appointee hold a clinical rank, research rank, lecturer or academic specialist position.
3. The Executive Associate Dean will make the recommendation for bonuses in consultation with the Primary Committee.
4. The Executive Associate Dean will write a letter each year specifying how much of the salary increase is base salary and how much is bonus. Bonuses will not supplant regular increases to the base salary.
5. A bonus is a one-time event. A bonus may be granted in a subsequent year, but this would be a new award.
6. Funds for cash bonuses may come from salary savings from grants, unallocated school or program funds or other sources.
7. The bonus will be lost if (1) the grants generating salary savings are lost,(2) unallocated school or program funds are not available, (3) excellence in one area is not maintained or, (4) satisfactory performance in the two other areas is not achieved.

For information on the IUPUI policy on cash bonuses for academic appointees, please see <http://www.iupui.edu/~fcouncil/documents/cashbonus.htm>