Date: July 13, 2017

To: Office of Research Administration

From: Vicki Nichol
Associate Vice President Administration

Subject: Budget Escalations

Salary Escalation:
All faculty and staff at the Colorado School of Mines (Mines) have an approved salary which the Office of Research Administration (ORA) utilizes when building budgets for sponsored proposals.

It is Mines’ policy that compensation included in a sponsored project budget receive a 3% escalation for each project year; in addition, salaries are reviewed annually and adjusted accordingly. This annual increase is relevant to all individuals including classified, administrative, academic, and research personnel along with Graduate Research Assistants and Postdocs. Hourly Undergraduate students do not typically receive a 3% increase, but can occur in certain circumstances and is left to the discretion of the project’s Principal Investigator.

Fringe Escalation:
Fringe rates are calculated annually based on the employment classification of an individual and are escalated based on the average fringe rate which is reviewed annually and adjusted accordingly. Our projection table listed below highlights FY 2018 – FY 2022 fringe rates for all designations:

<table>
<thead>
<tr>
<th></th>
<th>Academic &amp; Research Escalations</th>
<th>Administrative Faculty Escalations</th>
<th>Classified Escalations</th>
<th>Benefit Ineligible Escalations</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY 2018 – FY 2022</td>
<td>0.62%</td>
<td>0.78%</td>
<td>0.11%</td>
<td>0.0%</td>
</tr>
</tbody>
</table>

Graduate Research Assistant (GRA) Stipend:
Mines Faculty Senate approved annual increases to the GRA stipend in November 2016. The new minimum stipends by Fiscal Year are outlined below. Individual Departments can and do establish minimum stipends that are higher than the Mines minimum. For Fiscal Years following 2018-2019, GRAs will continue to receive the above mentioned 3% annual increase in stipend.

<table>
<thead>
<tr>
<th></th>
<th>Fiscal Year 2016-2017</th>
<th>Fiscal Year 2017-2018</th>
<th>Fiscal Year 2018-2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Stipend</td>
<td>$21,120</td>
<td>$22,400</td>
<td>$24,000</td>
</tr>
</tbody>
</table>

Graduate Tuition, Fees, and Insurance Escalation:
ORA works closely with the Office of Graduate Studies to track and monitor annual increases on tuition, fees, and insurance. The current escalation rate applied to tuition, fees and insurance involving a Graduate Research Assistant is 6% which is based on established trends.

The Office of Research Administration includes these escalations in federal and non-federal (foreign and domestic) proposals. Questions regarding these policies can be directed to Johanna Eagan, Director of Research Administration at 303.273.3411 or by email at jeagan@mines.edu.