



Compensation Report

September 12, 2012



University of Colorado
Boulder | Colorado Springs | Denver | Anschutz Medical Campus

Office of the Vice President for Budget and Finance

University of Colorado

FY 2012-13 Compensation Pool Parameters

Per Regent Resolution, Compensation Pools were implemented as follows:

- Faculty are eligible for a 2 percent compensation pool with a maximum increase of 4 percent.
- Exempt professionals earning less than \$100,000 have access to a 2 percent compensation pool that is awarded similarly to compensation pools in the past.
- Exempt professionals earning between \$100,000 to \$175,000 are eligible to receive a maximum award of \$2,000.
- Exempt professionals earning more than \$175,000 are not eligible for the compensation pool this year.
- Upon extraordinary circumstances, the Chancellors and President may deviate from the approved 2 percent salary pool without prior board approval. However, a report outlining the purpose for deviating will be given at the next regular board meeting.



University of Colorado, Totals

Faculty

FY 2012-13

Compensation Pool - Percentage Increases	
% Adjustment	Number of Faculty
0%	257
.01% - 1.00%	73
1.01% - 2.00%	1,210
2.01% - 4.00%	1,202
over 4.00%	1*

*Due to a contractual obligation on the Denver Campus

Compensation Pool by Dollar Increase	
Dollar Adjustments	Number of Faculty
\$0	125
\$1 to \$2,000	1,424
\$2,001 to \$4,000	936
\$4,001 to \$6,000	242
\$6,001 to \$8,000	15
\$8,001 to \$10,000	1
Over \$10,001	0
Total	2,744



University of Colorado, Totals

Officers and Exempt FY 2012-13

Compensation Pool - Dollar Increases	under \$100,001	\$100,001 - \$175,000	over \$175,000
\$0	553	55	70
\$1 - \$2,000	1641	249	0
\$2,001 - \$4,000	210	0	0
\$4,001 - \$6,000	9	0	0
\$6,001 - \$8,000	2	0	0
\$8,001 - \$10,000	2	0	0
over \$10,001	0	0	0



University of Colorado

Executive Staff Salaries

FY 2012-13

Executive Staff Position	Name	FY 2012-13 Increase	FY 2012-13 Salary	Expense Allowance
President	Bruce Benson	\$0	\$359,100	\$49,500
Chancellor, CU-Boulder	Philip P. DiStefano	\$0	\$389,000	\$10,000
Chancellor, UCCS	Pamela Shockley-Zalabak	\$0	\$273,660	\$35,000
Chancellor, CU Denver	Donald M. Elliman	\$0	\$350,000	\$35,000
V.P. for Health Affairs and Exec. V.C. Anschutz	Lilly Marks	\$0	\$527,750	\$0
Senior V.P. and Chief of Staff	Leonard Dinegar	\$0	\$240,856	\$10,000
V.P. and Chief Financial Officer	Todd Saliman	\$0	\$285,000	\$0
V.P. University Counsel, Sec. of Board of Regents	Patrick O'Rourke	\$0	\$225,000	\$10,000
V.P. Government Relations	Tanya Kelly-Bowry	\$0	\$174,562	\$0
V.P. for Communication	Ken McConnellogue	\$0	\$188,073	\$10,000
V.P. Employee and Information Services	E. Jill Pollock	\$0	\$240,030	\$10,000
V.P. and Academic Affairs Officer	Kathleen Bollard	\$0	\$185,977	\$10,000



University of Colorado, Boulder

Faculty

FY 2012-13

Compensation Pool - Percentage Increases	
% Adjustment	Number of Faculty
0%	58
.01% - 1.00%	65
1.01% - 2.00%	752
2.01% - 4.00%	617
over 4.00%	0

Compensation Pool by Dollar Increase	
Dollar Adjustments	Number of Faculty
\$0	58
\$1 to \$2,000	963
\$2,001 to \$4,000	419
\$4,001 to \$6,000	47
\$6,001 to \$8,000	5
\$8,001 to \$10,000	0
Over \$10,001	0
Total	1,492



University of Colorado, Boulder

Officers and Exempt FY 2012-13

Compensation Pool - Dollar Increases	under \$100,001	\$100,001 - \$175,000	over \$175,000
\$0	110	14	29
\$1 - \$2,000	681	106	0
\$2,001 - \$4,000	47	0	0
\$4,001 - \$6,000	0	0	0
\$6,001 - \$8,000	0	0	0
\$8,001 - \$10,000	1	0	0
over \$10,001	0	0	0



University of Colorado, Colorado Springs

Faculty

FY 2012-13

Compensation Pool - Percentage Increases	
% Adjustment	Number of Faculty
0%	55
.01% - 1.00%	2
1.01% - 2.00%	170
2.01% - 4.00%	192
over 4.00%	0

Compensation Pool by Dollar Increase	
Dollar Adjustments	Number of Faculty
\$0	55
\$1 to \$2,000	329
\$2,001 to \$4,000	35
\$4,001 to \$6,000	0
\$6,001 to \$8,000	0
\$8,001 to \$10,000	0
Over \$10,001	0
Total	419



University of Colorado, Colorado Springs

Officers and Exempt FY 2012-13

Compensation Pool - Dollar Increases	under \$100,001	\$100,001 - \$175,000	over \$175,000
\$0	65	0	6
\$1 - \$2,000	201	18	0
\$2,001 - \$4,000	18	0	0
\$4,001 - \$6,000	0	0	0
\$6,001 - \$8,000	0	0	0
\$8,001 - \$10,000	0	0	0
over \$10,001	0	0	0



University of Colorado, Denver/Anschutz

Faculty

FY 2012-13

Compensation Pool - Percentage Increases	
% Adjustment	Number of Faculty
0%	144
.01% - 1.00%	6
1.01% - 2.00%	288
2.01% - 4.00%	393
over 4.00%	1*

*Due to a Contractual Obligation

Compensation Pool by Dollar Increase	
Dollar Adjustments	Number of Faculty
\$0	12
\$1 to \$2,000	132
\$2,001 to \$4,000	482
\$4,001 to \$6,000	195
\$6,001 to \$8,000	10
\$8,001 to \$10,000	1
Over \$10,001	0
Total	832



University of Colorado, Denver/Anschutz

Officers and Exempt FY 2012-13

Compensation Pool - Dollar Increases	under \$100,001	\$100,001 - \$175,000	over \$175,000
\$0	342	29	25
\$1 - \$2,000	642	84	0
\$2,001 - \$4,000	99	0	0
\$4,001 - \$6,000	9	0	0
\$6,001 - \$8,000	2	0	0
\$8,001 - \$10,000	1	0	0
over \$10,001	0	0	0



University of Colorado, System

Officers and Exempt

FY 2012-13

Compensation Pool - Dollar Increases	under \$100,001	\$100,001 - \$175,000	over \$175,000
\$0	36	12	10
\$1 - \$2,000	117	41	0
\$2,001 - \$4,000	46	0	0
\$4,001 - \$6,000	0	0	0
\$6,001 - \$8,000	0	0	0
\$8,001 - \$10,000	0	0	0
over \$10,001	0	0	0

