



Date: July 28, 2023

To: Office of Research Administration

From: Kirsten Volpi DocuSigned by:
Kirsten Volpi
5B67EDFDE634483
Executive Vice President, Chief Operating Officer, Chief Financial Officer, Treasurer

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 4% escalation for each project year; this escalation is based off of a three-year average of the Denver metro area's Consumer Price Index. 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 and Graduate students do not typically receive an hourly increase, but it can occur 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 for FY2024 and beyond will include a 0.5 escalation for all fringe categories.

Graduate Research Assistant (GRA) Salary:

Mines minimum GRA salary is \$32,000 for FY2024, however, individual Departments can and do establish minimum salaries that are higher than the Mines minimum. Minimum salaries are set to increase to \$35,000 in FY2025 and then \$38,000 in FY2026. A 4% increase to GRA salaries will be applied in subsequent budget years.

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 4% 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.