



Date: July 22, 2024
To: Office of Research Administration
From: Vicki Nichol
Deputy Chief Financial Officer
Subject: Budget Escalations

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Vicki Nichol
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Salary Escalation:

All faculty and staff at the Colorado School of Mines (Mines) have an approved salary rate 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 Rate 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 FY2025 and beyond will include a 0.5 escalation for all fringe categories.

Graduate Research Assistant (GRA) Salary:

Mines minimum GRA salary is \$35,000 for FY2025, however, individual Departments can and do establish minimum salaries that are higher than the Mines minimum. Minimum salaries are set to increase to \$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 Olson, Director of Research Administration at 303.273.3411 or by email at jeagan@mines.edu.