FACULTY SALARY GUIDELINES

Background

The Health Sciences Compensation Plan (HSCP) requires a departmental plan for how faculty salaries are derived. This plan must reflect “reasonableness of compensation” and be financially solvent. A plan should also reflect equity in the payment of salaries based on workload factors and performance standards. These guidelines represent an example of a framework for achieving these objectives.

The job responsibilities, in conjunction with the available funding, will determine faculty salaries. Each job responsibility should have a point value. Each point would then have a specific dollar value based on available funds, i.e., five points equals $1,000. The combination of the points and resultant dollars are the basis for the salary.

I. Funding

A. Funding Sources (listed in order of priority use)

1. State 19900 funds
2. Contract and grant funds
3. Affiliate or service agreement funding
4. UCI Medical Center (including GME)
5. Professional fees (after all assessments, expenses and benefits are subtracted)
6. Other (please specify)

B. Priority funding for salary component (listed in order of priority funding)

1. Fiscal Year Base salary (X)
2. Health Sciences Base Salary Scale Differential (X prime)
3. Negotiated additional compensation (Y)
4. Incentive/Bonus compensation (Z) – Only unrestricted funds (i.e. fees, sales & service, CME, etc) may be used for this salary component.

C. Point Value

Points should be assigned to the responsibilities described in the X prime, Y compensation, and possibly Z compensation. Points will not be assigned to the Fiscal Year Base since that portion of the salary is guaranteed and based on the percent of time worked. Z compensation does not have to be based on a point system, but could, for example, reflect actual patient care professional fee balances. This is described further under Z compensation. The value of each point will be determined by the amount of available funds. This value should be reviewed annually based on actual revenue and expenses. Any change in the value would be reflected in the annual negotiation and budget process. The dollar value will be established on an annual basis, based on the financial status of the department and as approved by the department chair and dean.
II. Faculty Responsibilities

These guidelines identify the responsibilities, duties and point value assigned for each component of salary. The assignment of points should be consistent throughout an entire department. However, the point value may vary between APUs, but must be applied consistently to all faculty within each APU.

A. Fiscal Year Base Salary (X)

The base can be funded by any appropriate fund source (e.g. 19900/State, contract & grant, sales & service, fees, other restricted/non-restricted funds). The base is the first obligation against patient care professional fees, or other professional services income, after all other fund sources are exhausted. The employee benefit costs, estimated at ___ percent for this fiscal year, must be subtracted before available funds are determined.

Specific responsibilities may include but are not limited to:

1. Teaching
   a. ____ hours or ___ percent of time
   b. Grand rounds (describe)
   c. Attending (describe)
   d. Other (describe)

2. Research
   a. ____ hours or ___ percent of time
   b. Other (describe)

3. Patient Care
   a. ____ hours or ___ percent of time
   b. Ward attending (describe)
   c. Committees (be specific)
   d. Clinics (be specific)

4. Administration
   a. Committees (be specific)
   b. Program Director
   c. Vice Chair
   d. Service/Division Chief
   e. Other (be specific)

B. HS Base Salary Scale Differential (X Prime) and Negotiated Additional Compensation (Y)

These responsibilities are beyond those required as part of the fiscal year base salary. Each point can be a percentage of the base (X), or a flat amount for each responsibility.

1. Teaching (beyond normal covered by base salary)
   a. Resident program director ___ points or ___%
   b. Other (be specific) ___ points or ___%
2. Research (beyond normal covered by base salary)
   a. Based on amount in grant ___points or ___%

3. Patient care service (be specific)
   a. Clinic/service director ___points or ___%
   b. Number of clinics on attending ___points or ___%
   c. Committees ___points or ___%
   d. On call/night call ___points or ___%

4. Administration (beyond normal covered by base salary)
   a. Vice Chair ___points or____%
   b. Division Chief ___points or____%
   c. Committees (be specific)
      Departmental ___points or ___%
      College ___points or ___%
      Medical Center ___points or ___%
   d. Other (be specific)_____________ ___points or ____%

C. Bonus/Incentive Compensation (Z)

If patient care professional fees funds are remaining after all expenses have been deducted and after the other salary commitments are met, funds may be used to fund bonus/incentive payments to the participating faculty. Medical Center funds and consulting income may also be paid as Z compensation. All payments are to be made in arrears based on actual funds available. A portion of the available patient care professional fees may be set aside to cover practice expenses. If so, this should be subtracted from the available funds before distribution of a Z payment.

1. Amount of Z payment
   Describe the basis for distribution:
   a. Net income after all expenses, including salary, are deducted
   b. Divided evenly between all faculty in APU
   c. Based on shares (be specific)

2. Frequency of payment (check one)
   a. Monthly ___
   b. Quarterly ___
   c. Semi-annually ___
   d. Annually ___

III. Other

A. Comparison data

Comparison data may be used to determine reasonableness of compensation and the value of each point or overall salary. Please provide a copy of the data used. Examples may be:

1. AAMC (specify percentile)
2. MGMA-APA
3. Specialty association (provide copy of publication used)
4. Community/market place studies (provide copy of referenced document)

B. Merits, promotions, range adjustment
Describe how each will effect the Y.

1. Merit/promotion
   a. Reduce Y by amount of merit ___
   b. Y remains the same ___
   c. Y goes up by amount of merit ___

2. Range Adjustment (RA)
   a. Reduce Y by amount of RA ___
   b. Y remains the same ___
   c. Y goes up by amount of RA ___

C. Method of reducing salaries in event of inadequate funding
Check the appropriate one.

1. Percentage reduction of Y ___
2. Lump sum dollar amount of Y ___
3. Varies by academic rank ___
4. Reduction in Health Sciences Base Salary Scale ___
5. Other (be specific) ___