Faculty Salaries Overview

Members of the Health Sciences Compensation Plan

School of Medicine
March 2014
To Review

- The “Comp Plan”
- APUs and Salary Scales
- Professorial Series
- Salary components & codes
- Completing a salary worksheet
Defining the “Comp Plan”

The Health Sciences Compensation Plan is a written set of guidelines defining how participating departments can compensate their faculty according to the competitive requirements of each discipline.
History of the “Comp Plan”

- 1st COM plan in 1995
- 2nd Health Sciences plan in 2000 (combo of MEDCOMP & GENCOMP clinical and basic science plans) – access to salary scales w/the same benefits as others
- New comp plan criteria effective July 1, 2013
Purposes of the “Comp Plan”

1) Provide adequate compensation to recruit and retain faculty
2) Expanded retirement coverage for faculty
3) Provide resources for Departments/Dean with taxes on clinical revenue
4) Encourage a balance among teaching, research, and service activities
Defining the “Comp Plan”

Examples of guidelines:
- Compensation while on leave
- Salary negotiations
- Bonus payments
- Payment of income at separation
- Academic enrichment funds
Who is it applicable to?

- Faculty in the *Professorial Series*
- Appointment in the School of Medicine
- Appointment time of 51% or greater
- Paid Affiliate Faculty at or under 43% are in the Comp Plan “by exception,” i.e. V.A. faculty)
- Optional participation for recall faculty
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Defining “APU”

- APU = Academic Programmatic Unit
- Grouping of compensation plan members for the purpose of determining an appropriate Health Sciences Salary Scale and the rationale for establishing total compensation.
- APUs are formed by similar academic dept, research area, or multi-disciplinary program
- Dept. specific and School wide APUs
Salary Scales

- Salary Scale from 0 to 9 chosen for expanded retirement coverage associated with a faculty member’s academic rank, step, and APU

- APU salary # determined once a year by the APU Director and approved by Dept. Chairs and the Dean

- HSCP Salary Scale


* Refer to handout
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### Professorial Series

<table>
<thead>
<tr>
<th>Series</th>
<th>Rank</th>
<th>Step</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professor</td>
<td>Instructor</td>
<td>I – VI</td>
</tr>
<tr>
<td>Professor In-Residence</td>
<td>Assistant Professor</td>
<td>I – V</td>
</tr>
<tr>
<td>Professor of Clinical-X</td>
<td>Associate Professor</td>
<td>I – IX and A/S</td>
</tr>
<tr>
<td>Health Sciences Clinical Professor</td>
<td>Professor</td>
<td></td>
</tr>
<tr>
<td>Adjunct Professor</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*Refer to handout*
Professor Series
Also referred to as Line Series, Regular Ranks Series, Tenure-track/tenured or FTE

- **Titles**
  - Assistant Professor
  - Associate Professor
  - Professor

- **Criteria**
  - Teaching, **Research**, University and Public Service, and Professional Competence and Activity
  - Appointments are normally for full time service to the University, though less than full-time appointments may be made by exceptional approval of the Chancellor.
  - 100% of the base salary comes from General (State) funds.
  - Appointees are members of the Academic Senate
  - Appointees are eligible for PI status
Professor In-Residence Series

- **Titles**
  - Instructor of Biological Chemistry In-Residence
  - Assistant Professor of Pathology In-Residence
  - Associate Professor of Pediatrics In-Residence
  - Professor of Ophthalmology In-Residence

- **Criteria**
  - Teaching, **Research**, University and Public Service, and Professional Competence and Activity
  - Appointees to this series must be full-time academic appointees of the University or certified by the Chancellor that his/her sole commitment is to the University.
  - Appointees are members of the Academic Senate
  - Appointees are eligible for PI status
  - The salary of the appointee generally comes from funds other than General (State) funds.
  - Year to year contract
Professor of Clinical-X Series

- **Titles**
  - Assistant Professor of Clinical Ophthalmology
  - Associate Professor of Clinical Family Medicine
  - Professor of Clinical Surgery

- **Criteria**
  - Teaching, Clinical Service, **Research**, or Other Creative Activities. An appointee to this series will normally carry a heavier load of teaching and/or clinical service than an appointee to the Professor series or the Professor In Residence series.
  - These appointments are reserved for salaried positions in the health sciences with the University and/or an affiliated hospital. Appointees must be full-time academic appointees of the University or certified by the Chancellor that his/her sole commitment is to the University.
  - Appointees are members of the Academic Senate
  - Appointees are eligible for PI status
  - The salary of the appointee generally comes from funds other than General (State) funds.
  - Year to year contract
Adjunct Professor Series

- **Titles**
  - Adjunct Instructor
  - Assistant Adjunct Professor
  - Associate Adjunct Professor
  - Adjunct Professor

- **Criteria**
  - Teaching, Research, University & Public Service, Professional Competence & Activity
  - Appointees can serve full-time, part-time, or at 0% time and may be professional practitioners of appropriate distinction.
  - Eligible for PI status if paid 50% or more (49% by exception)
  - Appointments are supported by non-State funds.
  - Year to year contract
  - Appointees to this series are not members of the Academic Senate.
Health Sciences Clinical Professor Series

**Titles**
- Health Sciences (HS) Clinical Instructor
- Health Sciences HS) Assistant Clinical Professor
- Health Sciences (HS) Associate Clinical Professor
- Health Sciences (HS) Clinical Professor

**Criteria**
- Appointees to this series are salaried appointees in the health sciences who teach, participate in patient care, University and/or public service and may participate in scholarly activities (research).
- Appointees may serve full-time, part-time, or without salary
- A concurrent without salary appointment in this series is required for an individual employed by UCI as a Staff Physician or for an individual who holds a salaried clinical appointment paid by an affiliate institution. When the individual's salaried appointment ends, the HS Clinical Professor, WOS appt. will automatically end.
- Health Sciences Clinical Professor titles are supported by non-State funds.
- Year to year contract
- Appointees to this series are not members of the Academic Senate.
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TNS

- TNS = Total Negotiated Salary
- TNS = X + X’ + Y
- Bonus compensation = Z
- Negotiated once a year and cannot be changed unless:
  1) grant funding comes within the 1st 3 months of the fiscal year (by exception)
  2) merit/promotion requires mandatory change
Salary Detail: $X + X' + Y + Z$

Fiscal Year Base Salary

$X = \text{REG} = \text{RBC} = \text{Scale 0}$
Revenue sources: all funds (19900/State, contract & grant, sales and services, fees, other)

Covered by UCRP

Health Sciences Salary

$X' = \text{HS} = \text{HDC} = \text{Scales 1-3}$
$\text{HDD} = \text{Scales 4-9}$
Revenue sources: all funds except 19900/State

Annual Negotiated Additional Optional Compensation

$Y = \text{HSN} = \text{HNN}$
Revenue sources: all funds except 19900/State

Optional Incentive/Bonus Compensation

$Z = \text{HSZ}$
Revenue sources: Unrestricted Funds only except 19900
**“DOS” codes**

- **DOS = Description of Service**
- **Identifies the type of compensation associated with the distribution**
- **Comp Plan Faculty specific:**
  - RBC
  - CRR
  - HSZ
  - HDC
  - CRC
  - HSA
  - HDD
  - CRD
  - HSC
  - HNN
  - CRN
  - HST

*Refer to handout*
Calculating DOS codes

RBC = amount at Scale 0

HDC = amount at Scale 1-3 (highest applicable scale) minus RBC

HDD = amount at Scale 4-9 (highest applicable scale) minus total of (RBC + HDC)

HNN = TNS minus (RBC+HDC+HDD) or TNS minus amount at highest applicable scale
Example #1
Identifying X+Y+Z & DOS codes

Dr. EARNs ALOt has a TNS of $400,000 with a bonus from clinical income of $20,000. He is in the PEDBN9 APU. He will receive a merit on July 1, 2014 making his new rank Professor Step 3. Identify the salary components of his annual salary and the code amounts to put his salary on the payroll system. Assume that all of his salary sources are unrestricted.
# Example #1

<table>
<thead>
<tr>
<th>Salary components:</th>
<th>DOS Codes:</th>
</tr>
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<tbody>
<tr>
<td>X = X' = Y = Z =</td>
<td>RBC = HDC = HDD = HNN =</td>
</tr>
<tr>
<td>X' = X' = Y = Z =</td>
<td>HSZ =</td>
</tr>
</tbody>
</table>
National Institutes of Health (NIH) Salary Cap

- Faculty salaries paid on NIH funds are subject to salary caps for 100% effort
- Executive Level II NIH Salary Cap (1/12/14) $181,500
- The cap limits the rate of pay directly chargeable to all awards from the NIH & other agencies following NIH guidelines
- The cap differential (portion of salary in excess of the rate cap) cannot be charged to other awards (unless allowed by a private sponsor) or 19900 funds
Example #2
Calculating the NIH cap differential

Dr. GOLTA GRANT has an annual salary of $200,000. He has an NIH award that he needs to expense for his salary. The budgeted amount is 10% and the funds were received in February 2014. What is the amount that will be charged to the award annually? What is the cap differential amount and where can it be charged to?
Example #2

Calculations:
1) Amount to be charged to award:
   % time x NIH Cap = ____________

2) Cap differential:
   % time x TNS = ____________

   Award: % time x NIH cap = ____________
   Differential: = ____________
Line Series (FTE)

- An FTE refers to guaranteed State funded income towards the faculty’s salary.
- It is equivalent to the “REG” or “RBC” amount of the total compensation – amount listed at Scale 0.
- Due to lack of State funds, some faculty have “1/2” FTEs instead of 100% funding.
- Some faculty have “Off-Scale” amounts.
Off Scale/Above Scale Salary

Off-Scale Salary

The term “off-scale” is used by the Office of the President to indicate that a salary is higher than the published system-wide salary at the designated rank and step. Off-scale salaries may be approved for academic appointees in the Professor series or comparable titles when necessary to meet competitive conditions.

Above-Scale Salary (Advancement above Professor, Step IX)

Advancement to an above-scale rank involves an overall career review and is reserved only for the most highly distinguished faculty (1) whose work of sustained and continuing excellence has attained national and international recognition and broad acclaim reflective of its significant impact; (2) whose University teaching performance is excellent; and (3) whose service is highly meritorious.
Example #3
What’s the FTE amount?

Dr. I.M. KING has an annual salary of $185,000. He is in the PEDNE6 APU. In June 2013 he was an Associate Professor Step 3, but in July 2013 he was approved for a promotion to Professor Step 1. What was his monthly FTE amount in FY 12/13? What did it change to beginning FY 13/14?
Salary Scale Adjustments

If there are salary raises in Oct. and subsequent salary scale adjustments:

- Most of the DOS code amounts will change
- 19900 FTE funds will increase
- TNS may or may not change depending on whether the faculty have a negotiated component
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Completing a Faculty Salary Worksheet

- DOS codes do not need to be calculated – the worksheet does that for you.
- The worksheet is updated any time the NIH cap differential amount changes or there are range adjustments on the salary scales.
- A worksheet must be completed for all comp plan faculty fund changes, TNS changes, renewals, merit/promotions, etc.
- Can access salary worksheet tool at: http://dss.hs.uci.edu/SalaryWorksheet/
# Faculty Salary Worksheet

**Employee Name:** Provisional Gastro - IBD Asst Professor  
**ID:** PROV00237  
**Begin:** 7/1/10  
**End:** 6/30/11  
**Home Department:** Medicine  
**Primary Title:** Associate Professor - Med Comp - A  
**Rank:** Associate  
**Scale:** 4  
**Step:** 1  
**APU:** MED/ED

<table>
<thead>
<tr>
<th>Departments</th>
<th>Medicine</th>
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</table>

<table>
<thead>
<tr>
<th>Compensation by DOS</th>
<th>RBC</th>
<th>HDC</th>
<th>HDD</th>
<th>HNN</th>
<th>Total</th>
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</thead>
<tbody>
<tr>
<td>Annual $</td>
<td>76,700</td>
<td>23,000</td>
<td>7,700</td>
<td>142,600</td>
<td>250,000</td>
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<tr>
<td>Monthly $</td>
<td>6,361.67</td>
<td>1,916.67</td>
<td>641.67</td>
<td>1,093.33</td>
<td>20,633.00</td>
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<tr>
<td>DOS %</td>
<td>0.3068</td>
<td>0.0620</td>
<td>0.0368</td>
<td>0.5704</td>
<td>1.0000</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>250,000.00</td>
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<table>
<thead>
<tr>
<th>Associate Professor - Med Comp - A(1719)</th>
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</table>

<table>
<thead>
<tr>
<th>#</th>
<th>Dot</th>
<th>Cap</th>
<th>Account-Fund</th>
<th>Description</th>
<th>Project</th>
<th>Dollars</th>
<th>Rate</th>
<th>RBC</th>
<th>HDC</th>
<th>HDD</th>
<th>HNN</th>
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<th>Differential</th>
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<tbody>
<tr>
<td>1</td>
<td>A</td>
<td></td>
<td>405713-66496</td>
<td>Dean support</td>
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<td>0.0308</td>
<td>0.5704</td>
<td>1.0000</td>
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<td>0.0620</td>
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<td>2</td>
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<td>0.0308</td>
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<td>1.0000</td>
<td>0.3068</td>
<td>0.0620</td>
<td>0.0368</td>
</tr>
</tbody>
</table>

| Total            | 20,833.34 | 0.3068 | 0.0920 | 0.0308 | 0.5704 | 1.0000 |

**Comment**  

**Date Processed**  

**Approved by**  

### Salary Cap Legend

<table>
<thead>
<tr>
<th>Code</th>
<th>Description</th>
<th>Periods</th>
<th>Annual</th>
<th>Monthly</th>
</tr>
</thead>
<tbody>
<tr>
<td>C7</td>
<td>CIRM - CA STEM CELL</td>
<td>Oct 07 - Jun 08</td>
<td>$200,000</td>
<td>$16,666.67</td>
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<tr>
<td>N11</td>
<td>FY 2010 NIH Salary Ca</td>
<td>Jan 10 - Dec 10</td>
<td>$199,700</td>
<td>$16,641.67</td>
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<tr>
<td>N5</td>
<td>FY 2005 NIH Salary Cap</td>
<td>Jan 05 - Dec 05</td>
<td>$180,100</td>
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<td>N6</td>
<td>FY 2006 NIH Salary Cap</td>
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<td>N7</td>
<td>FY 2007 NIH Salary Cap</td>
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<td>N5</td>
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<td>N0</td>
<td>FY 2009 NIH Salary Cap</td>
<td>Jan 09 - Dec 09</td>
<td>$196,700</td>
<td>$16,391.67</td>
</tr>
</tbody>
</table>
Any Questions?

Jackie Smith
Director, Compensation Plan

Kris Musey
Director, Academic Affairs

Aashi Arora
Executive Director of Finance