Policy on Faculty Salary

Responsible Office: Faculty Affairs and Professional Development
Effective Date: June 1, 2015

A faculty member's salary is established upon hire and may be adjusted periodically thereafter by the Department Chair with the approval of the Dean. Salary level is intended to reflect contributions to the missions of scholarship, education and service (including intramural and extramural activities and citizenship). The following factors are considered: qualifications and experience, performance, academic rank, assigned duties and responsibilities relative to their importance, equity and market factors using appropriate benchmarking data, and availability of resources. All salaries shall be established and modified without consideration to race, age, color, religion, national origin or ancestry, sex, gender, disability, veteran status, genetic information, sexual orientation, or gender identity or expression.

A faculty member's salary may be adjusted if contributions to the missions of scholarship, education and service exceed or fail to meet the goals and metrics established during the preceding periodic performance review. The determination of salary shall be made upon conclusion of the faculty member's periodic performance review.

Adjustment of a faculty member's salary in any academic year may be recommended by the Department Chair and reviewed in a process determined by the Dean. Written notice of intent to reduce salary by a specified amount must be provided no less than three months prior to the reduction. A faculty member may appeal to the Dean regarding any reduction in salary of 10% or more.

Salary subject to adjustment under this procedure does not include:

1. Amounts paid as supplements for administrative responsibilities or special projects which will be discontinued when the faculty member no longer serves in the administrative role or when the project has been completed or discontinued;
2. Bonuses or other incentive supplements; and
3. Other salary elements that under clinical compensation plans are based on clinical productivity, which may be adjusted as provided in such plans.

Revision History:
Revised and approved by the Dean and Council of Chairs on June 1, 2015
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