

Alternative Salary Plan for Tenure-Line Faculty
College of Health
Approved by the College Council 12/15/2019

Guiding Principles

- Faculty members should have the opportunity for financial security.
- Salary levels should be competitive to ensure successful recruiting and retention.
- The broad range of contributions that faculty members make to academic excellence should be rewarded.
- College and Department finances must be sustainable.
- The College and the Departments need protection from long-term financial risks, such as might occur if a previously highly-funded faculty member experiences an extended period of diminished external funding.

Overview

The alternative salary plan detailed below applies to full-time, Tenure-Line faculty members on a 12-month contract who voluntarily opt in. It does not apply to those on a 9-month contract. Differences in compensation are based on the total mix of contributions including scholarship, teaching, clinical service, leadership, and collegiality. Salaries and contract structure are evaluated annually through a faculty review process involving the Department Chair.

Salary and Incentive Structure

1. Components of Salary and Tenure Guarantee

Tenure-Line faculty salaries will have two components: 'Base Salary' plus a 'Negotiated Salary.' The Base Salary is a guaranteed 12-month, full-time salary. The Negotiated Salary is a discretionary Merit Enhancement determined on an annual basis based on the contributions of the faculty member to the Department, the availability of funds, and the discretion of the Department Chair based on a discussion with the faculty member. The salary guaranteed by the Award of Tenure is the 25th percentile of departmental industry benchmarks, subject to the policies of the University of Utah.

2. Base Salary Policies

College and Departmental leadership expects faculty members to provide at least 30% of their total salary from external sources such as grants. Because of this, Base Salaries will generally approximate the 25th percentile of the departmental industry benchmark salary. Individual deviations may occur, as the final base salary is influenced by performance, parity, and ability to pay the expected faculty contribution. Base salary will evolve annually.

3. Negotiated Salary Policy

The Negotiated Salary (i.e. Merit Enhancement) can be awarded for excellence in research (Research Merit Enhancement) or education/service (Education/Service Merit Enhancement). Merit Enhancements are based on performance and are negotiated annually between the faculty member and the Department Chair. Research Merit Enhancements must be approved by the Department Chair, must be within the scope of

committed research effort, and must be paid entirely from external grants. Education/Service Merit Enhancements are determined by the Department Chair, are paid from departmental sources, and are subject to the availability of funds. Approval of increased Negotiated Salary in one year does not provide any guarantee of such Negotiated Salary in future years.

The Negotiated Salary component may not exceed the Base Salary. In the event that a faculty member brings in extramural salary support in excess of the maximum salary allowed, 50% of the overage will be distributed into a discretionary account to support his or her research activities. The remainder will be retained by the Department.

4. Contingencies to Accommodate Sudden Losses in Extramural Funding

Tenure-Line faculty who suddenly lose funding, rendering them unable to supplement the Base Salary by at least 30% using non-departmental funds, may be allowed to use discretionary funds to supplement the Base Salary. This supplement is capped at 30% of the Base Salary and is at the discretion of the Department Chair. Once such discretionary funds have been exhausted, and barring any departmental adjustments for teaching or service, the faculty member will only receive the base salary described above.

5. Concurrent Positions or External Appointments

In cases of an external appointment that pays 100% of salary plus benefits, the faculty member formally transitions off the departmental salary plan onto the external salary plan. If the faculty member subsequently transitions back from the external appointment, their new U of U salary would not be pegged to the level of the previous external appointment, but would align with the departmental salary policy in effect at that time.