



ANNUAL COMP PLAN FACULTY LETTERS

SALARY SETTING

I am writing to inform you of your total negotiated salary and projected total compensation for the 2024-25 fiscal year.

Based on the following percent efforts, your projected total compensation is listed below for the period of July 1, 2024 through June 30, 2025.

| | % FTE | Benchmark Salary Rate * | Subtotal |
|--|--------|-------------------------|------------------|
| Clinical Effort (25th PCNTL) | 10.00% | \$500,000 | \$50,000 |
| Education Effort | 0.00% | \$355,000 | \$0 |
| Administration Effort | 0.00% | \$400,000 | \$0 |
| Research Effort (10.00 % Funded) | 62.50% | \$134,700 | \$84,188 |
| Research Effort @ TNS rate *** | | | |
| Other Support | | | |
| Other Department Support | | \$77,383 | \$77,383 |
| ICR (\$30,000 per \$1M in DC) | | | |
| Disclosure (5/8ths VA) | | \$120,000 | \$120,000 |
| Projected FY '24-'25 Total Compensation | | | \$331,570 |

* Salary for 100% FTE

CLINICAL EFFORT

All clinical faculty are assigned a cFTE based on clinical assignments.

The 100% pay rates are equivalent to those used for Tiered Incentive Plan faculty.

Performance relative to cFTE determines 100% rate used for salary setting formula.

cFTE is charged to 461028-1A-62165 (possibly 461045-1A-62125 for Derm, confirm with MSO)

EDUCATION EFFORT

100% rates are based on academic rank: Instructor/Assistant, Associate, Full. Ph.D. uses a flat rate. There is a determination of effort for each educational responsibility. Pertains to DOM funded educational efforts.

Charge to 401028-1C-62246



ADMINISTRATION EFFORT

100% rates established by scope of administrative responsibility. There is a determination of effort required for each administrative role. Pertains to DOM funded roles only.

Charge to 401028-1C-62246



RESEARCH EFFORT

All faculty are assigned a research FTE (rFTE) based on time allocated for research. Percentage of rFTE **effort** that is funded by contracts and grants determines salary rate used to pay rFTE.

Effort listed next to % Funded is the amount that should be charged to C&G.

If a faculty member funds more than 80% of their rFTE, overage is added as salary and paid at the NIH cap rate. This amount is included in Other Department Support. This should be charged to 401028-1C-62246, if TNS rate permits. Otherwise, will be paid as Z by the DOM.



RESEARCH EFFORT @ TNS RATE

If a faculty member can charge C&G at a rate higher than the NIH cap, difference passed on to faculty. Applies to clinical trials @ TNS, CIRM, DoD, etc. Difference will be listed under Research Effort @ TNS rate.

Should be charged to 401028-1C-62246 if TNS rate permits, otherwise will be paid as Z.



OTHER SUPPORT

Applies to sources of salary support outside of DOM. Examples include DGSOM, Health System, gifts, and other unrestricted.

Support in this category should not be charged to a DOM central FAU (e.g. 461028-1A-62165, 401028-1C-62246)

OTHER DEPARTMENTAL SUPPORT

Mostly tied to retention or other departmental commitments. Would be charged to DOM FAU.

ICR INCENTIVE

Additional incentives for faculty who receive substantial sponsored research funding.

\$30,000 per \$1M in direct sponsored research expenditures up to a cap of \$6M/year. This review is done as a look back (e.g. incentives paid in FY25 will be based on FY24 expenditures.)

For grants with multiple PIs, expenditures split by corresponding effort on award.

Paid on DOM FAU.

DISCLOSURES

Faculty at VA have their disclosed salaries included. Current VA effort policies will continue to apply.

Salary in this section is paid directly by the VA to the faculty but included in the overall total compensation calculation.



WHICH FAU GOES FIRST?

Apply non-DOM funding first (C&G, Dean's Office, 19900, Health System, Division, gifts, etc.)

Clinical effort should be applied next with remaining salary going on DOM FAU.



RATE FOR C&G PURPOSES

Rates listed are the 100% rates that will be entered in UCPath.

Total Negotiated Salary is the 100% TNS rate and the rate that should be used in proposals.

In addition, below confirms your title, step and annual negotiated salary for the 2024-25 fiscal year. ^{1 2}

| | |
|---|---------------------|
| Title for Fiscal Year 2024-25 | HS CLIN INSTR-HCOMP |
| Step | 1 |
| Academic Programmatic Unit (APU) Scale | 7 |
| Base (X) | \$ 74,800.00 |
| Base Increment (X') | \$ 59,900.00 |
| Negotiated Additional Compensation (Y) | \$ 89,300.00 |
| Total Negotiated Salary (TNS = X + X'+ Y)* | \$ 224,000.00 |
| University Appointment (Percent of Full-Time) | 62.50% |

*This is the rate that will be used for contract and grant proposal purposes.