

College of Medicine Basic Science Faculty Compensation Plan FY22

Effective July 1, 2021

Tenure Track Faculty

- Eligibility - Tenure track faculty members whose home departments are one of the following: Biochemistry and Molecular Biology; Microbiology and Immunology; Neurobiology and Developmental Sciences; Pharmacology and Toxicology; Physiology and Biophysics.
- Qualifications – Eligible faculty must meet the following qualifications to participate in the Basic Science Faculty Compensation Plan.
 - Faculty members with 25% of his or her base offset by extramural funding with associated indirect costs of at least 25% will become incentive eligible, this includes funding from extramural grants or contracts. Endowments, start-up funds and reserves are not incentive eligible.
 - Institutionally-funded effort for salary cap cost share may be used to establish the 25% threshold for participation. The incentive calculation shall be based on the actual amount of the extramural funding, excluding the salary cap cost share, as described below. No other type of cost share is permitted for this purpose.
 - College of Medicine M1 or M2 Module Directors must have extramural funding for at least 10% of his or her base salary to qualify for the plan.
 - Faculty members must actively participate in the teaching and service activities assigned by the department/college/university.
 - Faculty member must keep his or her FTE sheet current in FacFacts as changes occur.
 - Faculty members must be in good standing with regard to compliance with regulatory requirements and UAMS policies and received a rating of “meets expectations” or higher on their most recent faculty evaluation.

Base Salary

- AAMC median salaries referred to below are from the 2018-2019 version of the AAMC Table 19, Public Schools, Basic Science – Total All Departments/Specialties (excerpt depicted below):

Table 19

Summary Statistics on Medical School Faculty Compensation for Public Schools
PhD or Other Doctoral Degree, Basic Science Departments/Specialties
Total Compensation in Thousands of Dollars, 2018 - 2019

Basic Science

BASIC SCIENCE - TOTAL ALL DEPARTMENTS/SPECIALTIES

	Instructor	Assistant Professor	Associate Professor	Professor	Chief	Chair
Count:	304	2,366	2,032	2,643	56	281
25th:	55	82	110	154	176	241
Median:	60	98	126	182	233	294
75th:	72	115	142	222	314	351
Mean:	65.6	99.1	128.7	195	250.3	296.3

- The base salary for plan eligible Assistant Professors will be set at the median of AAMC total compensation for rank for basic scientists, public schools, all regions (Table 19).

- The base salary for plan eligible Associate Professors will be set at 90% of the median of AAMC *total* compensation for rank for basic scientists, public schools, all regions (Table 19).
- The base salary for plan eligible Full Professors will also be based on the AAMC *total* compensation for rank for basic scientists, public schools, all regions (Table 19), but will vary with time in rank as follows:

Time in rank	Salary level
○ 0-4 years	85% of median
○ 5-9 years	90% of median
○ 10+ years	95% of median
- Long-term highly funded [as defined below] plan-eligible Full Professors, will have their base salaries adjusted as follows:
 - For maintaining an average of at least 65% extramural funding for at least 5 years and fewer than ten years, the base salary will be moved to the median on the AAMC table referenced above.
 - For maintaining an average of at least 65% extramural funding for 10 years or more, the base salary will be moved to the 75th percentile on the table referenced above.
 - If a long-term highly funded Professor's 5 or 10 year average falls below 65%, their base salary will be reduced to the next lower level on the AAMC table (e.g., 75th percentile to median, or from the median to the percent median matching rank and time in rank).
- Plan-eligible faculty who do not meet qualification requirements for two consecutive years (grace period) will no longer be pegged at the latest version of the AAMC table 19 for base salary and may be subject to a salary reduction of 10% per year.
- Exceptions to the base salary guidelines can be made for faculty who receive new extramural funding, making them eligible for the plan (up to the NIH salary cap) but who have been without 25% extramural funding for greater than 2 years. The maximum year over year increase in base salary will be 10%. Annual increases in base salary will occur until the base salary reaches that of plan-eligible faculty, according to the AAMC table. Faculty will be eligible for incentives when they become eligible for the plan.
- Base salary changes will be made on July 1 of each fiscal year. A grant Notice of Award or final signed contract is required and must be received no later than June 30 of the previous fiscal year to meet the qualifications for a salary increase effective July 1. Extramural funding received on or after July 1 of the fiscal year will not trigger a base salary change, but will be eligible for incentives.

Research Incentives

- A research incentive will be paid equal to 40% of the first 85% of salary relieved.
- For those who have more than 85% if their salary general funds relieved, they will receive, in addition to 40% of the first 85% of salary relief, an incentive equal to 100% of the next 10% (from 85% to 95%).
- There will be no further incentives for salary relief greater than 95%.
- Research incentives will be paid monthly, with a one month delay. For example, if salary off-set begins July 1, the first incentive payment will be paid with August payroll.

Module Directors

Directors of College of Medicine Educational Modules for M1 and M2 students will be chosen by the Curriculum Committee, with approval by the Associate Dean of Undergraduate Medical Education and the Department Chairperson. Module Directors will be monitored by the Curriculum Committee on an ongoing basis, but will receive a formal annual evaluation. If replaced as a module director, the faculty member will return to the Basic Science compensation plan requirements set for all other, non-module directors.

Basic Science Educational Faculty

Compensation for tenure-track faculty members with substantial teaching responsibilities, who do not meet the extramural funding requirement, will be reviewed annually by all Basic Science Chairs to ensure fair compensation for mission-critical education. Consideration will be given to teaching load, quality, curriculum innovations, and academic productivity related to education. Those deemed to meet the criteria with majority support of the Council of Basic Science Chairs, will have Base salaries set using the rank, percentages, and years of service methodology outlined on page one under Base Salary. Anyone excluded from having base salary set consistent with the Base Salary section must be justified to the Dean to ensure equity.

Non-Tenure Track Faculty

Eligibility: All full-time, non-tenure track faculty with primary appointments in the departments of Physiology & Biophysics, Neurobiology & Developmental Sciences, Pharmacology & Toxicology, Microbiology & Immunology, and Biochemistry & Molecular Biology.

Salary: Salary for non-tenure track faculty may be set as follows:

- Salary for faculty holding rank of Instructor may be set between the between the 25th and 75th percentile of the median of AAMC *total* compensation for Instructor for basic scientists, public schools, all regions (Table 19).
- Salary for faculty holding rank of assistant, associate or full professor may be set between the 25th percentile and 105% of the median of AAMC *total* compensation for rank for basic scientists, public schools, all regions (Table 19).

To qualify, faculty must meet performance goals set by the Department and received a rating of “meets expectations” or higher on their most recent faculty evaluation. Non-tenure track faculty compensation will be reviewed annually at a meeting of Basic Science Chairs to ensure fair compensation across basic science departments. Non-tenure track faculty are expected to be funded through extramural grants, start-up resources, or funding mechanisms other than operating funds. The Dean of the College of Medicine, with majority support of the Council of Basic Science Chairs, may make allowances for teaching or other academic mission-critical circumstances. Following approval, non-tenured faculty members may be supported by operational funds. Depending on the circumstance, the operational funding may be limited to a specific project or effort allocation contributed to the mission-critical need.

 7/8/21

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Date