

UNIVERSITY OF MARYLAND SCHOOL OF MEDICINE
POLICY ON SALARY SUPPORT FOR TENURED FACULTY

Addendum to Section IV of the UNIVERSITY OF MARYLAND SCHOOL OF MEDICINE POLICIES AND PROCEDURES FOR FACULTY APPOINTMENT, PROMOTION AND TENURE.

Effective Date: July 1, 1998

A. For each fiscal year, starting with the fiscal year beginning July 1, 1998, the School of Medicine ("the School") shall specify in writing for each tenured faculty member: a total approved salary, the dollar amount of that annual salary that will be supported from the School's working budget (the "School component"), the dollar amount of that annual salary that will be supported by other departmental funds (the "department component"), and the dollar amount of that annual salary that the faculty member is expected to generate directly through professional activities (the "professional activities component"). The total salary for each faculty member will be recommended by the department chair and approved by the Dean (and, where required by policy of the Board of Regents, the President) annually.

B. The professional activities component of total approved salary may be derived from clinical practice income, grant and contract income, and/or other income generated by a tenured faculty member's professional activities. The professional activities component of total approved annual salary is payable by the School, its Medical Service Plan, or an affiliate (e.g., the Veterans Administration Medical Center or a Medical Service Plan organization). Total approved salary does not include incentive compensation as allowed by the Medical Service Plan. The total approved salary is that amount which is authorized by the Dean, but not necessarily funded. "Total funded salary" means the School component and the department component (if any), plus any professional activities component that is generated and paid as salary in a fiscal year.

C. The School commits to provide, at a minimum, specified levels of financial support (unless higher levels of support are stipulated in the faculty member's contract) to tenured faculty who do not generate income sufficient to pay the full professional activities component of salary. A tenured faculty member shall be notified in writing, at least six (6) months in advance, whenever it is necessary to apply this section of the Policy on Salary Support. Section C shall be implemented no earlier than twelve (12) months after reduction of the professional activities component of the tenured faculty member's salary, unless the faculty member requests, in writing, an earlier start date.

1. If, in a fiscal year, a tenured faculty member does not generate income sufficient to pay the full professional activities component of total approved salary, the School will pay an amount sufficient to result in a total annual salary of:
 - a) \$75,000 for a tenured full professor whose total funded salary in the preceding fiscal year (the "base year") was greater than or equal to \$75,000;
 - b) \$60,000 for a tenured associate professor whose total funded salary in the base year was greater than or equal to \$60,000;
 - c) 100 percent of total funded salary for a tenured professor or associate professor whose total funded salary in the base year was less than \$75,000 or \$60,000, respectively.
2. In the fiscal year immediately following the first complete fiscal year in which Section C1 is applied, if a tenured faculty member does not generate income sufficient to pay the full professional activities component of total approved salary for the base year, the School will pay an amount sufficient to result in a total annual salary of:
 - a) \$67,500 for a tenured full professor whose total funded salary in the base year was greater than or equal to \$75,000;
 - b) \$52,500 for a tenured associate professor whose total funded salary in the base year was greater than or equal to \$60,000;
 - c) 100 percent of total funded salary for a tenured professor or associate professor whose total funded salary in the base year was less than \$67,500 or \$52,500, respectively.

3. In any subsequent fiscal year, if a tenured faculty member does not generate income sufficient to pay the full professional activities component of total approved salary for the base year, the School will pay an amount sufficient to result in a total annual salary of:
 - a) \$60,000 for a tenured full professor whose total funded salary in the base year was greater than or equal to \$75,000;
 - b) \$45,000 for a tenured associate professor whose total funded salary in the base year was greater than or equal to \$60,000;
 - c) 100 percent of total funded salary for a tenured professor or associate professor whose total funded salary in the base year was less than \$60,000 or \$45,000, respectively.

D. This policy shall be applied so that the sum of the School component, the department component, and the professional activities component does not exceed total approved salary.

E. A faculty member may generate income from professional activities during a fiscal year in which this Policy has been applied for that faculty member. Such income shall be applied prospectively to pay the professional activities component of salary, permitting reduction of School and department components to levels in effect in the base year as of the date income from professional activities is available for salary. This paragraph shall not be applied to reduce total salary to a level below that determined through application of part C1, C2, or C3.

F. The minimum levels of support stated in parts C1, C2 and C3, above, will be adjusted from time to time to reflect all approved and funded cost of living increases. Adjustments will be stated in writing, and will be distributed to all tenured faculty members.

G. Grievances related to the application of this Policy should be stated under the campus grievance procedure, published in Part V of the campus Faculty Handbook and identified as Policy II-4.00-1, or any successor policy adopted by the campus or the School of Medicine.

H. This policy is not intended to modify or supersede any provision of the University System Policy on Appointment, Rank and Tenure of Faculty, published in Part I of the campus Faculty Handbook or the campus Faculty Retrenchment Policy.