

USF COLLEGE OF MEDICINE
Salary Program for Clinical Educators
(ECSS) Education/Contract Support Salary

Issue: College of Medicine clinical faculty have competitive salaries according to national benchmarks among Medical Schools nationally, however USF clinical faculty are only able to distribute educational and/or contract support funds to off-set part of their University Contracted Salary (UCS) which is often less than the total compensation they receive from their research, academic and clinical work at USF. Clinical educators, who have funding from multiple sources, have not been able to maximize the support of their salaries.

Total compensation for clinical faculty is comprised of salary and benefits from a variety of funding sources. The salary elements currently consist of six components: (1) [University Contracted Salary](#) (Annual Base Salary as provided by USF, regardless of funding source); (2) Administrative Stipend(s) as provided by USF, regardless of funding source, (3) Academic Support Fund ([ASF Pay](#)), (4) [VA Pay](#), (5) ASF [Administrative Stipend\(s\)](#), and (6) [Bonus Pay](#). Further information about total compensation can be found at: <http://health.usf.edu/facultyaffairs/ClinicalComp.htm>.

Procedure: As part of a clinical educator's university compensation, an additional funding source for clinicians is created to be called **Education/Contract Support Salary (ECSS)**. This fund along with **University Contracted Salary (UCS)** is to be designated as the **University Designated Salary (UDS)**.

- **University Designated Salary (UDS):** This is the University salary of record for personnel. It includes the **University Contracted Salary (UCS)**, a guaranteed salary provided by the College, and the **Education/Contract Support Salary (ECSS)**, a flexible component of the University **Designated Salary (UDS)**, based on merit and productivity (discussed below).
 - **University Contracted Salary (UCS):** This fund is the portion of a clinician's salary that is funded by legislative appropriations or funds transferred to a University account, in an amount which is specified in the clinical faculty member's annual employment contract with the University. The University Contracted Salary is the Annual Base Salary provided by USF, regardless of funding source. University contracted salary is paid by the University by means of a University warrant electronically deposited to the employee's designated banking institution every two weeks. Sources of non-appropriated funds which may be transferred to a University account to support University contracted salary include salary from affiliated institutions, continuing medical education, grants, College Faculty Practice Plan funds, and USF Foundation endowment or other gift funds.
 - **Education/Contract Support Salary (ECSS):** This fund is the portion of a clinician's salary that is provided based on educational merit or extramural contract funds and is considered annually at the beginning of each contract period (usually in July of each year). The ECSS is an established University account and funds from the ECSS will be combined with the UCS and added to the University warrant

electronically deposited to the employee's designated banking institution every two weeks.

Criteria to Qualify for Education/Contract Support Salary (ECSS): Revenue that is to be provided to the ECSS will be designated by the educational and/or contractual assignment and earned EVUs and/or Contract cRVUs, with concurrence from the clinician's department chair and the Dean or his/her designee. As an example, an ECSS salary offset may be based on level of educational productivity associated with merit comprised of educational activity, specific contractual assignments from hospitals or other contractual sources and is associated with teaching, contractual clinical care, and/or other activities related to UME, GE, and GME or administrative support and may be provided from state, grant and/or contract support.

Education/Contract Support Salary cannot be arbitrary and thus requires criteria for consideration. The following will be needed for an annual salary offset to the ECSS for clinical faculty. Meritorious performance on the following criteria will be considered for an ECSS offset with the anticipation that the offset would not exceed annual AAMC benchmarks. Offsets will be part of the USF Health Asset Investment Management System (AIMS) and be part of the annual faculty evaluation process. Determinations are to be made in conjunction with decisions of the department chair of the involved faculty member and the Dean of College, or his/her designee. This offset can only occur during the routine annual salary review of faculty in the College of Medicine. Criteria to qualify for the ECSS include the following.

Required

- Meet basic AIMS requirements for instructional effort and devotes significant educational/teaching effort in UME, GE, and/or GME which may include administrative oversight in GME as a Program Director, major committee assignments, UME course or clerkship directors; and/or
- Meet University contractual obligations from extramural governmental or other units for administrative, programmatic, or non-individual patient billable services.

Funding and Performance Criteria:

- A minimum of 20% salary support commitment on UME, GE, GME, and/or contract funding sources; and/or
- Annual funding awarded from OEA, OGE, GME Office, or contracting entity projected for at least a minimum of the full academic year in which the ECSS is requested and exemplary evaluation of teaching and/or administrative duties related to the educational/clinical program

Offset to the ECSS will be made annually (during AIMS and annual faculty evaluation process), usually in July of each year. Decisions regarding ECSS offsets (providing or removing) each year will be issued from the AIMS Administrator at the time of the AIMS evaluation cycle.

EDUCATION/CONTRACT SUPPORT SALARY (ECSS)

CHECKLIST

Paperwork from Department

- Department Chair Letter of support and rationale for ECSS with EVU/GME/GE and Contract Documentation Certification
- Current CV
- Faculty Salary Offset Request Form

Recommended

- Meet basic AIMS requirements for instructional effort with exemplary student evaluations exceeding a summative aggregate of 4.0 of 5.0 points or equivalent using OEA/GME methodology; and
- Meet productivity expectations for discipline and assignment from HART records with endorsement/concurrence from the CEO of USFPG; and
- An exemplary record of scholarly activity in referred national/international journals or equivalent with recognized impact value to the department and the College of Medicine (based on AIMS criteria);
- An exemplary record of national/international professional achievements/recognition to the department and the College of Medicine (based on assignment, if applicable);

Funding Requirement

- A minimum of 20% salary support commitment for the fiscal year from EVU/GME allocations and/or contract/grants and/or clinical trials

Review

- Reviewed and approved by USF Health/MCOM Office of Clinical Affairs and USFPG CEO
- Reviewed and approved by Vice Dean for Educational Affairs MCOM
- Reviewed and approved by USF Health/MCOM Office of Faculty Affairs

Revised August 31, 2012