



**COLLEGE OF MEDICINE  
SCHOOL OF BIOMEDICAL SCIENCES**

**POLICY: MARKET ADJUSTMENT OF FACULTY SALARIES  
EFFECTIVE DATE: OCTOBER 1, 2008**

In an attempt to continue to maintain parity with prevailing market value; to maintain parity with the proposed AAMC salary increases; to value faculty contributions to the continued growth of our core missions; the following policy is being implemented as of October 01, 2008.

**A: WHO IS ELIGIBLE?**

- Available to ALL faculty in the School of Biomedical Sciences who are:
  - Full time traditional pathway either tenure track or tenure-earning
  - Presently receiving salary support from recurring Institutional resources
  - Have competitive awards with full indirects and/or
  - Have sustained funding awards for a period of at least three years from the date of enrollment in this program

**B: HOW WILL IT BE IMPLEMENTED?**

- Faculty will have the option to increase their base salary up to the AAMC 50th percentile based on:
  - Faculty rank
  - All Basic Sciences Table 18 AAMC (<http://health.usf.edu/facultyaffairs/index.htm>)
  - They will be required to contribute at least 50% of the proposed base salary increase from extramural sources – the rest emanating from recurring Institutional resources (matched on a 1:1 basis)
  - The proposed salary increase will be non-tenure earning and would be set annually and guaranteed for a year
  - The proposed salary changes, as all elements of compensation, will be evaluated on an annual basis
  - Tenure and tenure-earning level of appointment will reciprocally change with the proposed salary increase but the state funded amount shall remain constant
  - No initial deadline to enroll - Rolling Enrollment updated on a quarterly basis by faculty affairs with initial enrollment as of October

1, 2008 and thereafter on January 1, April 1, July 1, and October 1 of each following year