

## USF COLLEGE OF MEDICINE

### Salary Program for Clinical Researchers

**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 grant funds to off-set part of their University Contracted Salary (UCS) which is often less than the total compensation they receive from their academic and clinical work at USF. Clinical researchers who have funding from external sources, especially those from federal agencies, have not been able to maximize their salaries, nor the NIH salary cap on grants and contracts, yet faculty compensation frequently exceeds current levels that are permissible on NIH awards.

**Total compensation** for clinical faculty is comprised of salary and benefits from a variety of funding sources. The salary element currently consists of five components: (1) University Contracted Salary [Annual Base Salary + an Administrative Stipend(s) supported with State appropriate funds], (2) Academic Support Fund (ASF Pay), (3) VA Pay, (4) ASF Administrative Stipend(s), and (5) Bonus Pay. Further information about total compensation can be found at: <http://health.usf.edu/facultyaffairs/ClinicalComp.htm>.

**Procedure:** As part of a clinical scientist's university compensation, an additional funding source for clinicians is created to be called **Research Support Salary (RSS)**. 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 **Research Support Salary (RSS)**, 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 includes the Annual Base Salary and any Administrative Stipend(s) that are supported with State appropriated funds. 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, College Faculty Practice Plan funds, and USF Foundation endowment or other gift funds.
  - **Research Support Salary (RSS):** This fund is the portion of a clinician's salary that is provided based on merit and is considered annually at the beginning of each contract period (usually in August of each year). The RSS is an established University account and funds from the RSS 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 Research Support Salary (RSS):** Revenue that is to be provided to the RSS will be designated by the clinician's department chair, with concurrence from the Dean or his/her designee. As an example, an RSS salary adjustment may be based on level of productivity associated with merit comprised of scholarly activity, publications in highly ranked professional medical journals, professional presentations and national and international levels, and/or grants and contracts and may be provided from local, state or federal grant or contract support.

Research Support Salary cannot be arbitrary and thus requires criteria for consideration. The following will be needed for an annual salary adjustment to the RSS for clinical faculty. Meritorious performance on three or more of the following criteria will be considered for an RSS adjustment with the anticipation that the adjustment would not exceed annual AAMC benchmarks or NIH cap. Adjustments 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 adjustment can only occur during the routine annual salary adjustments of faculty in the College of Medicine. Criteria to qualify for the RSS include the following.

#### **Required**

- Meet basic AIMS requirements for instructional effort;
- Demonstrate an exemplary record of publications in refereed national/international journals with recognized journal impact value to the department and the College of Medicine (based on AIMS criteria);
- An exemplary record of national/international professional presentations on sponsored contract and grants and/or clinical trial results with recognized value to the department and the College of Medicine (based on AIMS criteria);

#### **At Least One from the following:**

- A minimum of 20% salary support commitment on sponsored contract and grants and/or clinical trials;
- An award projected for two or more years of funding, and a record of sponsored contracts and grants in the past three years.

Adjustment to the RSS will be made annually (during AIMS and annual faculty evaluation process), usually in August of each year.

September 2, 2010