HSCP Good Standing Criteria and Expectations

Faculty of the Department of Cellular and Molecular Medicine who participate in the UCSD Health Sciences Compensation Plan should satisfy the following good-standing criteria in order to be permitted to earn and/or retain income from outside professional activities, whether or not the income is retained directly or is returned to them via the University payroll system. The plan allows faculty to engage in occasional outside professional activities and to retain income directly (up to the threshold of $20,000 or 20% (X + X'), whichever is greater) if he/she is a faculty member in good standing in the Department.

I. Salary

A. Faculty should generate from non-state sources sufficient funds to pay their X', Y, Y' and FTE funds lost due to State or University-mandated budget reductions.

B. All CMM ladder-rank faculty participating in the HSCP hold an FTE and are expected to obtain sufficient resources to cover scale pay as determined by the current APU as well as meet their Departmental financial responsibilities (i.e., state mandated budget reduction). The Department of Cellular and Molecular Medicine remains committed to the philosophy of investing the salary savings generated by its faculty to the continued development of basic sciences in the School of Medicine.

C. Non-FTE faculty are expected to cover their entire base salary by funding sources such as grants, contracts, gifts, outside income or other unrestricted funds.

D. Salaries are discussed annually with the faculty member and the Department Chair. Salaries are negotiated based on various data such as:
   - Assess their financial stability for the next 3-5 years
   - Evaluate equity within rank and step and AAMC percentiles
   - Discuss pending or upcoming promotion or merit activities

II. Teaching/Graduate Instruction

A. Faculty members are expected to actively participate in graduate and medical student instruction.
   1. Medical Student Courses (e.g., CMBD, ERM)
   2. Graduate Student Courses (e.g., BMS or Molecular Pathology or Elective courses)

B. Faculty members are expected to serve as thesis advisors to graduate students and to participate on graduate student thesis committees.
III. Departmental and University Service

A. Faculty members are expected to participate in departmental activities, including:
   1. Faculty Meetings
   2. Seminar Series
   3. Department Retreats
   4. BMS/Graduate Student Recruitment
   5. Departmental Committees (e.g., ad hoc review, website, seminar series)

B. Faculty members are expected to participate in School of Medicine and campus-wide committees (e.g., search committees, ad hoc committees for academic review, space review, Academic Senate)

C. Faculty members are expected to meet the Faculty Code of Conduct and other UC rules and regulations.

IV. Research

A. Faculty members are expected to fulfill research commitments inherent in contract and grant awards on which they serve as investigators.

Income generated by the faculty member for occasional outside professional activities, brought through the practice plan, will be processed by the Department. The Department shall request that such compensation be provided in the form of a check made payable to The Regents of the University of California. The check shall be accompanied by a letter from the organization providing such compensation. This letter shall include the name of the faculty member receiving compensation, a description of the activity being compensated, and the date(s) of the compensated activity. The Department shall deposit each check into a unique fund. The Department shall then establish a payroll distribution from that fund for the faculty member’s compensation.

Faculty members who are not in good standing, shall be notified by the Department Chair. The notification shall include the reasons for that determination. Faculty members who are determined to be not in good standing shall be precluded from engaging in any unassigned outside professional activities unless such activities are approved in writing and in advance by the Department Chair and by the VC for Health Sciences/Dean of the School of Medicine.

Faculty members who wish to appeal their standing may do so by writing to the Outside Professional Activities Review and Advisory (OPARA) Committee. After evaluating the situation, including consultation with the faculty member and the Department Chair, the committee will forward a recommendation to the VC for Health Sciences/Dean of the School of Medicine.

The faculty will have an opportunity to review and comment on the Department’s good standing criteria on an annual basis at an announced faculty meeting. If a faculty meeting cannot be scheduled, the Department Chair shall email the good standing criteria to the faculty and request their input.

The faculty will have an opportunity to review and endorse the Department’s salary negotiation methodology on an annual basis at an announced faculty meeting. If a faculty meeting cannot be scheduled, the Chair shall email the salary negotiation methodology to the faculty and request their input.