Department of Emergency Medicine  
Faculty Compensation Guidelines  

1.) **General Process:** Faculty salaries are determined by the DEM Academic Compensation Plan. All faculty salaries are built in the same manner and reviewed in the context of the Emergency Medicine AAMC percentiles. The components are listed below.  

A. Base Pay which correlates to base clinical workload, presently 1152 scheduled hours per year.  
B. Academic Rank pay which is derived from the Attachment A.  
C. Year of Service pay which is derived from the Attachment B.  
D. Administrative Stipend - negotiated for specific role.  
E. Incentive Pay – Determined yearly representing a commitment to work additional hours over the academic year.  
F. Bonus Pay – Determined yearly based upon financial performance for the department and distributed proportionate to hours worked and RVU productivity in the year it was earned. This bonus is paid out in equal monthly installments in the year following the year it is earned.  
G. Contract Pay – as per the terms of the University approved contract.  
H. Grant Pay – as delineated by the terms of the Grant  

Faculty are afforded the option of working less than the base number of hours. If this is elected, the sum of the first three components of the salary (base, academic and years of service) are reduced proportionate to the reduction in base hours.  

The Department of Emergency Medicine begins planning faculty salaries each January at which time faculty members are asked to submit other than clinical sources of salary support for the coming fiscal year which are then included. Individual salaries are confirmed via memo in May (Attachment C) and implemented in July of each fiscal year. Approved negotiated salaries implemented in July will remain constant during the fiscal year unless there is an unexpected loss of grant support. Mid-year negotiations of salary are permitted only under unusual circumstances. For an exception to be granted, approval must be obtained from the Department Chair and the Dean prior to implementation.  

2.) **Membership in the Health Sciences Compensation Plan:** Eligible faculty are those with appointments of greater than fifty percent in the following professorial series: Professor, Professor of Clinical X, Adjunct Professor, Health Sciences Clinical and In Residence.
3.) **Salary Sources**: All sources of identified support for X, X', Y, Y and Z salary components are confirmed prospectively including:

A. Clinical income  
B. ASC's  
C. Grant salary support  
D. Service agreements or other contracts  
E. Clinical trial salary support  
F. Other sources such as consulting and/or witness fees

4.) **Outside Professional Activities**: Outside income brought through the practice plan will be returned to the faculty member generating it. The total amount of outside income that a faculty member receives via his or her University paycheck is not limited, however, when such income is brought through the practice plan, it is subject to the current Dean’s Tax (4% in 2009) and departmental tax (20% in 2009).

The aggregate annual income from occasional outside professional activity that a plan member may directly retain cannot exceed the Regently approved threshold which is $20,000 or 20% of base compensation value \((X + X' + Y')\), whichever is greater. For activities where compensation is retained directly, there is no assurance that faculty will be indemnified for those activities.

5.) **Academic Program Units**: All Emergency Medicine faculty participate in one of three Academic program Units:

A. Clinical  
B. Clinical and Administrative  
C. Research