Clinical Faculty  Clinical Faculty Salaries are negotiated on an annual basis taking into consideration all sources of salary support, most commonly including clinical income, FTE support, Contracts and Grants, salary savings generated, VA Salary, service agreement income, and consulting income. Clinical Overhead is assessed on a flat percentage (37%) of income basis to all Faculty with some exceptions if individual identifiable expenses warrant. Office and other expenses from departmental funds are accounted for on an individual faculty basis. An income statement is prepared for each clinical faculty member, taking into account the various areas of salary support, overhead, and expenses for the previous fiscal year, and for the current fiscal year projected. These statements are shared with the faculty and serve as the basis of negotiating with the Chairman. Generally, a total compensation figure is negotiated for the next fiscal year and is distributed on an even basis each month. Acknowledged provision for mid-year review is afforded the faculty member if circumstances warrant, or if the faculty member requests. A faculty member may ask for a salary review at any time.

Non-Clinical Faculty  Non-clinical faculty are normally paid at scale according to rank and step, unless additional funding permits otherwise and departmental approval has been granted.

Benchmark Data  Faculty are provided a copy of their School of Medicine faculty salary profile which includes AAMC benchmark salary percentiles.

MSP Contracts  MSP Contracts are negotiated with a base salary that takes into account percent of effort and expected clinical earnings, adjusted for overhead expenses. Normally there is provision for up to a twenty percent bonus, if clinical income warrants.

APU Level  Clinical faculty are currently assigned to Level 9 APU. Non-clinical faculty have been assigned to Level 2 APU with negotiated “Y”s. APU levels are reviewed for change as funding permits.

Leaves  Leaves, both paid and unpaid, are subject to many University policies and may vary according to appointment title and status. The Department follows University policy appropriate to the individual situation.

Outside Professional Activities  Faculty who participate in the UCSD Health Sciences Compensation Plan (aka the Uniplan) are 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, 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% \((X + X' + Y')\), whichever is greater, if he/she is a faculty member in good standing in the Department. (Refer to Good Standing Criteria) Income brought through the plan will be returned to the faculty member after a deduction of 6% (4% for Dean’s and 2% Department tax).

**Annual Review** To ensure ample opportunity for thorough faculty involvement in the development of the Plan and Good Standing Criteria, both documents will be forwarded via email and input will be solicited. Faculty are welcome to provide comments/suggestions to the salary negotiation process throughout the year, which will be considered for the next year’s salary negotiation.
Good Standing Criteria

Department of Ophthalmology

Faculty have an obligation to cover their \((X + X' + Y + Y')\) salary.

Faculty have an obligation to meet their teaching responsibilities as defined by the department(s) in which they are appointed.

Faculty have an obligation to meet clinical services responsibilities as defined by the department(s) in which they are appointed.

Faculty have an obligation to fulfill research commitments inherent in contract and grant awards on which the serve as investigators.

Faculty who are not in good standing will be so notified by the chair of the department. Such notification will include the reasons for that determination. Faculty who are 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 the Vice Chancellor for Health Sciences/Dean of the School of Medicine. The distribution of income from such activities will be subject to review and approval by the department chair and by the Vice Chancellor for Health Sciences/Dean of the School of Medicine.

Faculty who wish to appeal their standing may do so in writing to the Outside Professional Activities Review and Advisory (OPARA) Committee. After reviewing the situation, including consultation with the faculty member and the respective department chair, this committee will make a recommendation to the Vice Chancellor for Health Sciences.

Faculty will meet the Faculty Code of Conduct and other UC rules and regulations.

The faculty will review the criteria annually.