"GOOD STANDING" CRITERIA FOR THE DEPARTMENT OF PEDIATRICS FOR IMPLEMENTATION OF HEALTH SCIENCES COMPENSATION PLAN:

Participants in the UCSD Health Sciences Compensation Plan should satisfy the following general 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 paycheck. Faculty members are required to meet the Faculty Code of Conduct and other UC rules and regulations. Faculty members have been involved in the development of the good-standing criteria. These criteria will be circulated to all faculty members for review and comment and this will be redone annually. New faculty recruits will have these criteria discussed at the time of recruitment. The development and annual review of the salary-negotiation methodology will be done with the Division Chiefs and circulated annually to all faculty members for review and comment. Benchmark salary data from the AAAP and AAMC are reviewed with the Division Chiefs and made available to all faculty members.

(a) Faculty members have an obligation to cover their (X + X' +Y +Y") salary.

(b) Faculty members have an obligation to meet their teaching responsibilities. A list of these responsibilities for each faculty member will be submitted to the Chair by his/her Division Chief at the beginning of each year and resubmitted at the end of the year, with confirmation that these duties have been performed.

(c) Faculty members have an obligation to participate in departmental activities, including faculty meetings, conferences, committee membership and other service activities. Equivalent services provided to the University, School of Medicine, Skaggs School of Pharmacy and Pharmaceutical Sciences, UCSD Medical Center, Children's Hospital or Children's Specialists of San Diego will be credited.

(d) Faculty members have an obligation to meet clinical responsibilities. As with teaching responsibilities, the expectations must be submitted to the Chair and their fulfillment confirmed each year by the faculty member's Division Chief.

(e) Faculty members have an obligation to fulfill research commitments inherent in contract and grant awards on which they serve as investigators.

(f) Faculty have the obligation to meet the faculty code of conduct and other UC Rules and Regulations.

Faculty members who are not in good standing will be so notified by the Chair. 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 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 by writing to the Outside Professional Activities Review and Advisory (OPARA) Committee. After reviewing the situation, including consultation with the faculty member and the Chair, this committee will make a recommendation to the Vice Chancellor for Health Sciences.
DEPARTMENT OF PEDIATRICS FACULTY COMPENSATION GUIDELINES

The Department of Pediatrics compensation guidelines are modeled from the Medical School Clinical Compensation Plan, the General Health Sciences Compensation Plan, and the Uniplan. Additionally, the department follows guidelines and standards provided by the Dean’s Office for budget preparation.

The Department of Pediatrics begins the process of discussing faculty salary compensation with notification from the School of Medicine that the annual budget process is taking place. All sources for salary support are identified by each division’s financial manager and reported to the Department Business Office. These include:

(a) Clinical Income - Clinical activity is projected from the prior year’s history unless a specific practice activity change is anticipated, and approved by the Division Chief. Actual clinical revenue projections for our Pediatric Subspecialities are prepared in conjunction with Children’s Specialty San Diego, Medical Group, and the Physicians Management Group, our partners through the Affiliation Agreement between the Regents of UC and Children’s Specialists of San Diego (CSD).

(b) Salary from grants awarded. Effort and percent salary allocation must be consistent. Data from the Grants and Contracts system showing effort declared on existing and anticipated awards will be utilized during the salary planning process. The limits set by funding agencies with respect to total effort and salary caps will be followed. Salary awarded to faculty must be expended as awarded. Faculty with substantial pending funding will be reviewed during the initial budget process, and again prior to the final budget presentation.

(c) State FTE Resources

(d) Individual accounts

(e) ASC’s from the UCSD Medical Center, and Medical Directorships from Children’s Hospital.

(f) Service Agreements and other contracts

(g) Clinical Trials Income

(h) Other sources, such as consulting and witness fees

(i) Funds from Children’s Hospital under the Joint Powers Affiliation Agreement between the Regents of University of California and Children’s Hospital and Health Center. These funds are referred to as Pool funds.

Income generated from other outside activities will be governed by the tenants of the SOM/UNIPLAN. This income can be processed through the Department as salary or a component can be retained as outside income. Amounts of such income up to $20,000 or 20% (X+X'+Y'), whichever is greater, can be retained directly by the individual. Income that is passed through the Department will be returned to the individual generating it. Income passed through the Department will be assessed the Dean’s tax and, may or may not have Departmental tax assessed, depending on the process decided in negotiation with the
Chair.

The Department Business Office assembles all the financial information for each division and sends this to the Division Chief. Included in this information are the projected faculty members' salaries for the next fiscal year (including merits and promotions), divisional and departmental taxes, and the salary history for each of their members. Faculty members are notified through their Division Chiefs of the date when budget discussions will be held with the Chairman.

The Division Chief will review with their members any faculty compensation requests based on the following:

(a) University base compensation for rank and step
(b) Cost of living adjustments
(c) Acceptance by the faculty member of significant new responsibilities
(d) Faculty productivity
(e) Other

Proposals by Division Heads for faculty salaries should be reviewed in the context of equity within the Division and in the context of the AAAP published Medical School Pediatric Faculty Compensation survey.

Faculty salaries are constructed salaries using the following sources

(a) $X$ - This component is set by scales and guidelines from the University of California's Office of the President
   - FTE funds
   - Extramural Funds (Grants, Contracts, Gifts)
   - ASCs, Medical Directorships, Pool Funds, and Service Agreements
   - Clinical Funds
   - Divisional or Department Sources

(b) $X'$ - This component is set by the Health Sciences Compensation Plan and covers scales 1-3. The majority of divisions within the Pediatrics department are on APU Scale 3, however, if a division cannot sustain all the salary effort at APU level 3, the Division will be asked to reduce its members to a lower scale.
   - Extramural funds (Grants, Contracts, Gifts)
   - ASCs, Medical Directorships, Pool Funds, and Service Agreements
   - Clinical Funds
   - Divisional or Department sources

(c) $Y$ - This component is set by the Health Sciences compensation Plan and covers scales 4-9
   - $Y'$ is required only of faculty in an approved Academic Program Unit
Faculty must maintain approved compensation source for the APU minimum. Faculty members who are members of the APU are required to maintain funding as a group and support members who fall below minimum.

(d) Y - This component is negotiated between the Division Chief and Chair
Extramural funds (Grants and contracts and gifts)
ASCs, Service Agreement, Pool Funds
Individual Funds

(f) Z - This component is negotiated between the Division Chief and Chair
Generally, only clinical funds comprise the Z component
Z payments are awarded after overhead costs and faculty salaries (X, X', Y', and Y components and benefits) are covered
Z bonus salary will be paid annually after the fiscal year close and all calculations are completed.
Z may also be paid as a result of expert witness or consulting income that is turned over to the University.

After information has been distributed to the Division Chiefs, meetings are scheduled for each Division. At these meetings, the divisional budget and faculty salaries are reviewed and discussed with the Chair, the Vice Chair for Administration, and the Division Chief. The Division Chief can propose, at this time, changes to the budget or their faculty members' salaries, and discuss with the Chair any issues occurring within his/her Division that will be impacting the budget.

Faculty members are required to contribute 12% of their FTE funding to the department as part of the FTE tax. Faculty members who would like to receive a higher salary through additional Y or Z supplements must demonstrate that they can afford the amounts requested and may be asked to contribute to the departmental development and new program fund. These negotiations are carried out with the Department Chair and results are recommended to the Dean in the annual budget process. After the approval of the department's budget by the Dean's office, all department faculty members are sent a letter informing them of their annual salary.