DEPARTMENT OF PHARMACOLOGY

Good Standing Criteria
For Implementation of Health Sciences Compensation Plan
(Revised November, 2008)

Section I. Purpose
Participants in the UCSD Health Sciences Compensation Plan must satisfy the following general good-standing criteria in order to:

A. Obtain approval for negotiated salaries.

B. Earn and/or retain income from outside professional activities, whether the income is returned to them via the University paycheck, or retained directly. The latter option has an annual limitation of $20,000 or 20% of their UCRP covered compensation (X+X'+Y'), whichever is greater.

C. Request support from departmental funding sources to meet their special/occasional needs.

Section II. Good Standing Criteria

A. Financial Responsibility

1. Faculty have an obligation to cover the following salary components from their resources, such as grants, gifts, service agreements, and outside professional activities: 15% of base (X) salary based on full or partial FTE, base prime (X'), negotiated Y, and Y prime for faculty above APU 3.

2. In the absence of an FTE, faculty are responsible for supporting their entire salary from the funding sources listed above.

3. 15% of faculty FTE is retained by the department to contribute to budgetary needs resulting from decreased state funding, and to subsidize teaching salaries and departmental programs (seminars, retreats, research discussions, IT support etc.). This money is also used for special/occasional needs of laboratories, faculty and staff, as determined by the Chair and Departmental committees. The remaining 85% of FTE can be used for their salary.

4. Faculty have the option of using less than 85% of their FTE for their salary. Any savings thus generated by a faculty member are to be saved in the individuals’ name and banked for use at their discretion.

5. The 85%/15% ratio will be modified as needed to accommodate the state requirements after obtaining faculty input.

B. Teaching Responsibilities

Faculty with FTE support have an obligation to meet their teaching responsibilities as defined by the department(s) in which they are appointed and are expected to:

1. carry instructional responsibilities commensurate with their FTE and as determined by the Department Education Committee.
2. assume increased teaching and/or administrative responsibilities should research grant funding diminish.
3. assume a reduced teaching load if requested and as a direct result of relinquishment of some of his/her FTE support.

C. Service and Conduct Responsibilities

Faculty in good standing are expected to be productive and collegial members of the department and accordingly to:

1. participate in faculty meetings, research discussions, graduate student recruitment, seminars
2. serve on departmental and university committees such as space, ad hoc, recruitment, and education.
3. meet the Faculty Code of Conduct and adhere to other UC rules and regulations.
4. comply with state and federal regulations as related to professional activities, including research, budgetary, and other reporting commitments inherent in contract and grant awards on which they serve as investigators.
5. maintain and promote collegial interactions with faculty, staff, and trainees.
6. complete University mandated training, including, but not limited to, ethics and sexual harassment training.

Section III, Impact of Good Standing Criteria

A. Salaries are negotiated annually in an individual meeting with the Department Chair. Negotiated salaries are based on satisfactory academic progression as indicated by the faculty members’ CV, on AAMC percentiles, on historical salary data, on promotion or accelerated merit increases, and on the fulfillment of all of the Good Standing Criteria.

B. Faculty who are not in good standing will be 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 may be limited in their ability to negotiate their salaries to requested levels.

Section IV. Appeal Process

Faculty who believe the good standing criteria have been applied unfairly should first try to resolve their complaint at the Department level. If that is unsuccessful, they may appeal their standing by 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.

Section V. Good Standing Criteria Review Process

Faculty will have an opportunity to review and comment on this plan on an annual basis at a faculty meeting or via email.