

Title/Subject: **CMU MEDICAL FACULTY SALARY PROGRAM**

Applies to: faculty staff students student employees visitors contractors

Effective Date of This Revision: July 1, 2016

Contact for More Information: CMED Faculty and Staff Affairs

Board Policy Administrative Policy Procedure Guideline

PURPOSE:

The purpose of this policy is to establish fair and equitable compensation for the CMU Medical Faculty and provide a standardized approach to setting and adjusting faculty salaries.

This policy is subject to periodic modifications as determined by the Dean of the College of Medicine with approval by the CMU Provost.

DEFINITIONS:

CMU Medical Faculty: Medical faculty employed by the CMU College of Medicine.

POLICY:

The CMU Medical Faculty Salary Program sets forth methods of compensation for various activities. A faculty member's salary may be comprised of three components: 1) Base; 2) Administrative; 3) and/or, Additional Supplement. Salary components may be fixed or variable. A faculty member's annual salary may be increased through variable compensation.

Salaries/wages are not based on age, color, disability, gender, gender identity/gender expression, genetic information, familial status, height, marital status, national origin, political persuasion, race, religion, sex, sexual orientation, veteran status or weight. CMU will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the discloser is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the university, or (c) consistent with the university's legal duty to furnish information.

COMPONENTS OF COMPENSATION PROGRAM:

$$\underline{\text{Base Component}} + \underline{\text{Administrative Component}} + \underline{\text{Additional Supplement}} = \underline{\text{Projected Salary}}$$

Authority: President George E. Ross

History: 01-01-2016

Indexed as: Medical Faculty Salary Program; Salary Program – Medical Faculty

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Base Component:

This component recognizes a faculty member's responsibilities across the CMED and is influenced by the four domains of the CARE (C-Clinical; A-Administrative; R-Research; and, E-Education) model. Competitive market data, rank, experience, discipline and/or other relevant factors are used to determine appropriate base compensation levels at the time of hire. This salary component is non-variable.

This salary component is used for calculating the faculty member's benefit levels for Life Insurance, Short-Term and Long-Term Disability.

As part of the faculty salary program, market salary assessments will periodically be performed and will include a comparison of similarly situated individuals based on published data (e.g., AAMC, Medical Group Management Association (MGMA), American Medical Group Association (AMGA), etc.). Changes in salary will be based on applicable data and individual performance. Base salary may be re-set effective on the start date of the reappointment. For tenured faculty, a salary review will generally occur every three (3) years.

Administrative Component:

Administrative work is required of all faculty positions and certain faculty positions may include a specific administrative assignment as part of the principal assignment. Typically, administrative assignments will be part of a faculty member's principal appointment with CMED and will be compensated as a percentage of effort. Administrative assignments will be set forth in writing and assigned by the Dean.

The CMED may compensate faculty for specific administrative positions as assigned by the Dean and will generally be paid as an additional stipend. The administrative salary component reflects administrative or additional responsibilities performed by a faculty member outside her/his principal assignment. This component is applicable only for the time the administrative or additional services are performed.

Additional Supplement:

This salary component is generally used to recognize exceptional clinical and research performance, to reflect substantial change in market conditions, to enhance retention, or to recognize exceptional group performance. This salary component may be fixed or variable and is at the discretion of the Dean.

Central Michigan University reserves the right to make exceptions to, modify or eliminate this policy and or its content. This document supersedes all previous policies, procedures or guidelines relative to this subject.