

**School of Medicine Faculty Salary and Tenure Policy**  
(Effective date – July 1, 1997; update approved March 1, 2007)

This policy applies to individuals with academic appointments in the School of Medicine at the rank of Instructor and above, regardless of modifier, such as adjunct or research, who receive an OHSU paycheck.

Individuals affected by this policy may receive an X or Y component of salary or X and Y salary components. Both X and Y are paid as salary by OHSU and are subject to full University benefits. They may be paid from any OHSU fund source.

**X COMPONENT**

X is the salary that is assigned based upon rank for faculty members, unless the salary is solely based upon grant or contract activity. The faculty member's FTE is based upon the X+Y salary components.

For fixed term and tenure track faculty, X represents a single component: for tenured faculty, X has two factors, one is the dollar guarantee for tenure and the other is the dollar difference between the tenure component and the base salary.

Raises may be added to the base salary annually. For faculty hired prior to July 1, 1997 and if tenure funds are available, adjustments to the tenure dollar component may be made annually as specified in the NOA or in the original offer letter.

For faculty hired on or after July 1, 1997, adjustment to the tenure dollar component may be made every three years.

The level of salary paid for X may vary, depending on academic rank, department, qualifications, academic achievement and experience, comparison with other personnel at the same rank in the same department and other relevant factors.

The goal over time is that all basic science faculty at the same rank whether in a basic or clinical science department, will be paid an X component within a similar pay range.

Clinical faculty may be paid an X component at a rate that is different from basic science faculty and may be paid within one of several ranges for each academic rank depending upon academic and clinical specialty.

The X component may be affected by pay decreases, e.g. – X+Y compensation may be reduced because of a reduction in State appropriation or financial exigency.

## **Y COMPONENT**

Y, if awarded, represents a dollar amount for special assignments, conditions, or service. Y is negotiable and should be considered temporary.

Generally, Y is awarded at the beginning of an academic year.

The Y component may vary for each period. It may be zero, the same as, greater than, or less than that of a prior period.

All stipends, such as those awarded to department chairs, division heads or lab directors, are considered to be Y salary.

The Y component will not be affected by pay increases awarded to faculty generally, such as COLA, merit or market-driven pay raises, or by pay decreases, e.g. – as might result from reduction in State appropriation or financial exigency.

## **TENURE**

There will be a fixed dollar commitment associated with the award of tenure for all faculty hired on or after July 1, 1997.

- a. Initially, for full time clinical faculty this will be \$35,000 for Associate Professors and \$40,000 for Professors. For full time basic scientists this will be \$55,000 for Associate Professors and \$65,000 for Professors. The fixed dollar commitment for part time faculty will be proportional to FTE.
- b. The Dean will review periodically the fixed dollar commitment to tenure with the advice from the Chairs to determine whether adjustments should be made. Such reviews will occur at a minimum every three years. Upward adjustments will be made only if there are sufficient tenure funds to support the adjustment.
- c. Basic Science faculty in clinical departments are eligible to receive tenure with dollar commitments applicable to clinical faculty in their departments.

All written tenure commitment to faculty hired before July 1, 1997 will remain in effect. It is the intent to define the tenure commitment to each tenured faculty as it currently is, whether it be fixed dollar or % and not to change this commitment. This will be recorded in personnel files with the agreement of department chairs and faculty members. Tenure commitments will reflect those with partial FTE and such commitments should vary with percent of FTE.

Both basic science and clinical faculty will continue to be eligible for tenure per criteria described in the School of Medicine Promotion and Tenure guidelines.

All tenure funds will be managed by the Office of the Dean of the School of Medicine. Prior allocations of tenure dollars to departments will remain as guidelines.

- a. The School of Medicine will consider that the pool of tenure dollars will be limited to the following funds: State of Oregon general fund dollars,  $\frac{1}{4}$  of the yearly MEIF dollars,  $\frac{1}{2}$  of tuition dollars, and endowment income from endowed professorships and endowed chairs.

The SoM will not make commitments for tenure or tenure track beyond dollars that are available for this purpose.