

Policies of the University of North Texas Health Science Center	Chapter 6
06.108 Salary Administration – Faculty	Faculty Affairs

Policy Statement.

The University of North Texas Health Science Center (UNTHSC) will have a process for establishing compensation and incentives for the faculty of UNTHSC in accordance with state and federal law, and the UNT System Board of Regents Rules. The processes will be set forth in the UNT Health Science Center Faculty Compensation Plan Guidelines. Faculty shall be compensated for their contributions to teaching and advising, research and scholarship, and service to the institution, the state/region/nation, as well as their respective professions.

All faculty compensation determination processes must be on nondiscriminatory criteria. Initial salary offers, periodic increases, and retention offers may not be based on considerations related to the race, color, religion, national origin, sex, sexual orientation, marital status, veteran status, or age of the person being considered.

Application of Policy.

All faculty members.

Definitions.

- 1.**Faculty members.** Faculty members are individuals with faculty appointments at UNTHSC and who devote their primary professional efforts to the affairs of UNTHSC.
- 2.**Core Teaching, Educational Training and Service Salary.** This salary component is determined by the actual contribution for teaching, educational training and service contributions. Teaching typically refers to classroom, on-line and course laboratory instruction that involves direct student contact time, whereas educational training is primarily student training in clerkships, research laboratory experiences and other “non-classroom” environments.
- 3.**Designated Salary.** This salary component is directly dependent on funding streams for activities that faculty may participate in, e.g., research activities, administrative duties, and/or patient care activities. Patient care activities include activities where a bill may be submitted for reimbursement (not clinical trials) and other activity that is associated with clinical practice (e.g., medical directorship, administrative tasks). Designated salary may include time-limited support for the transition of a new faculty member to the UNTHSC or transitioning a current faculty member to a new area of emphasis based on the determination of the Chair and Dean with approval by the Provost and/or President of UNTHealth, and President of UNTHSC.
- 4.**Incentive Payments.** This salary component consists of non-recurring payments directly

dependent on funding streams for faculty with exemplary contributions to research, clinical trials, teaching, clinical, and/or administrative activities. Incentive payments are based on the determination of the Chair and Dean with approval by the Provost, the President of UNTHSC, and the President of UNTHSC.

5.Total Base Compensation. Total base compensation is equal to core teaching, educational training and service salary plus designated salary.

6.Total Compensation. Total compensation is equal to core teaching, educational training and service salary plus designated salary plus incentive payments.

7.Minimum Expected Salary. This salary component is for full-time, tenured faculty members only and is intended to be no less than 70% of the median salary for full-time faculty rank based on the most recent available salary survey data published by the respective professional organization. Faculty are still expected to meet their respective school/college workload requirements for the appropriate faculty rank.

Procedures and Responsibilities.

1. Faculty compensation will be established upon recruitment, reviewed annually, and managed throughout the fiscal year in accordance with the UNTHSC Faculty Compensation Plan Guidelines and the corresponding school/college's faculty workload model.

Responsible Party: Chair, Dean, and Provost, or President of UNT Health, as applicable

2. The core teaching, educational training and service salary will be determined by Chair and Dean of each school with approval by the Provost from appropriate benchmark sources, and based on faculty rank and specialty and prorated for the percent effort for those teaching, educational training and service activities. Schools should use national academic health center survey data provided by the major scientific/educational organizations that provide salary information, such as Association of American Medical Colleges (AAMC), Association of Schools of Allied Health Professions (ASAHP), and the Association of Schools of Public Health (ASPH), and the professional organizations of pharmacy, physician assistants and physical therapy. The core teaching, educational training and service salary is dependent upon available funding streams and affordability to UNTHSC. Justification and affordability of teaching, educational training and service salary will be re-assessed and provided annually. The core teaching, educational training and service salary for each faculty member will be stated in his or her contract and can be changed only with the approval of the Chair, Dean, and Provost.

Responsible Party: Chair, Dean, and Provost

References and Cross-references.

Texas Education Code §51.908

Regents Rule 06.500

Forms and Tools.

UNT Health Science Center Faculty Compensation Plan Guidelines

Faculty Workload Documents:

Texas College of Osteopathic Medicine
Graduate School of Biomedical Sciences
School of Public Health
School of Health Professions
UNT System College of Pharmacy

Approved: September 2006

Effective: September 2006

Revised: July 20112013