

SALARY COMPONENTS, FUND SOURCES, AND OUTSIDE PROFESSIONAL ACTIVITIES OF THE HEALTH SCIENCES COMPENSATION PLAN

Salary Components and Fund Sources for Plan Participants – the X, X', Y, and Z Components

Plan members receive a base salary (X,+X'), and may be eligible for additional compensation. Base salary is the approved rate on the Plan Salary Scale associated with academic rank and step on one of the Plan Scales (Scales 0-9) as issued by UCOP. X' is the differential between Scale 0 and the faculty member's Plan Salary Scale assignment (1-9). Scales 1 through 9 (X') are adopted by an Academic Programmatic Units (APUs) which is a group of faculty with very similar skills and clinical, teaching, and/or research responsibilities, often a department or division within a department. APUs are proposed and created by the Campus/School, a responsibility oftentimes delegated to the department chair. Only the base salary is considered covered compensation for purposes of the University of California Retirement Plan (UCRP) and all other health and welfare benefits.

A faculty member's total compensation is comprised of the base salary (X+X'), plus, if appropriate, a negotiated additional amount of compensation (Y), plus, if appropriate, incentive/bonus/outside consulting compensation (Z).

No State funds may be used for any component of compensation beyond the University's Fiscal Year Salary Scale, i.e., beyond Scale 0 or X, which is equal to the UC Professorial Fiscal Year Salary Scale for general campus faculty. Compensation above Scale 0 (X) must be funded from Plan funds and other non-State funds, such as clinical revenue, federal funds, and contract and grant revenue, the use of which must be in compliance with any associated fund source restrictions.

Faculty may earn income above base in two ways, 1) by an annual negotiated flat rate (Y), plus, if eligible, 2) an incentive/bonus/outside consulting component (Z), both of which are based on productivity standards set by the dean or the department chair in consultation with the faculty. The Y and Z components are determined by annual negotiation (Z is often formulaic by performance metrics) related to projected revenue and outside professional activity income generated by the individual faculty member.

The Health Sciences campuses use the entire array of faculty titles available, which include the Professor in Residence, the Professor of Clinical (e.g. Medicine), the Health Sciences Clinical Professor, and the Adjunct title series, all of which are ineligible for tenure, and by policy, may be funded only 50 percent or less from State funds, with the balance funded by clinical income and/or extramural grants.

In contrast to general campus Professorial faculty, the health sciences Professorial series faculty are supported typically by a mix of State and non-State funds. State funding provides

approximately 23 percent of salary for all health sciences faculty members in all of the title series.

Outside Professional Activities

The fundamental principle of the Plan is that the University provides eligible Plan faculty with compensation above the level of the University base salary, in return for which the University obtains the full-time services of the faculty member. Therefore, Plan faculty recognize that all of their professional services are owed to the University. Income generated by Plan members is managed by, accounted for, and reported as revenue to the University, with the exception of honoraria, prizes, royalties, and administrative stipends. Earnings which are derived from outside non-clinical professional activities are deposited to the School Plan fund accounts, and may be returned to the faculty under specific policy terms and agreements. This section of policy will continue to be reviewed in conjunction with review of APM - 025, Conflict of Commitment and Outside Activities of Faculty members.

UNIVERSITY OF CALIFORNIA HEALTH SCIENCES SCHOOLS

Health sciences faculty represent 40 percent of all faculty FTE at the University of California. As of October 2010, there were 15,659 total faculty FTE, of which 6,248 FTE were health sciences faculty. Of the 6,248 total health science faculty FTE, 1,482 FTE or 24 percent were either tenured or tenure-eligible.

UC Campus	Health Sciences School	Health Sciences Comp Plan Participant
UC Berkeley	Public Health	No
	Optometry	No
UC Davis	Medicine	Yes
	Nursing	Yes
	Veterinary Medicine	Pending
UC Irvine	Medicine	Yes
UC Los Angeles	Medicine	Yes
	Dentistry	Yes
	Nursing	No
	Public Health	No
UC Riverside	Medicine	Yes
UC San Diego	Medicine	Yes
	Pharmacy	Yes
UC San Francisco	Medicine	Yes
	Dentistry	Yes
	Nursing	Yes
	Pharmacy	Yes