

**University of Pittsburgh School of Medicine (UPSOM) and
University of Pittsburgh Physicians (UPP) Base Salary Structure**

Revised November 30, 2015

These guidelines apply to all dually employed Faculty who have primary appointments in UPSOM and who are also employed by UPP. Dually-employed Faculty are defined as having a base salary on both UPSOM and UPP and must be included on one of the common paymasters between the University and UPP.

Pay Category A

This category applies to all dually-employed Faculty who do not qualify for another category. It is required that dually-employed Faculty in Pay Category A spend more than 10% of their time in academic activities, to be approved by the Department Chair. These activities should be other than resident teaching and supervision.

Base Salary Distribution:

- The first \$20,000 of base salary will be paid through UPP.
- The next portion of the base salary will be paid through the University in accordance with the following schedule:

- For Faculty hired on or after 1/1/2016, all ranks \$30,000;
- For Faculty hired on or after 1/1/2013 through 12/31/2015:

<u>Rank</u>	<u>Salary</u>
Instructor	\$40,000
Assistant Professor	\$50,000
Associate Professor	\$50,000
Professor	\$50,000

- For Faculty hired through and at the indicated rank as of 12/31/2012:

<u>Rank</u>	<u>Salary</u>
Instructor	\$40,000
Assistant Professor	\$50,000
Associate Professor	\$60,000
Professor	\$70,000

- Any additional base salary will be paid through UPP.

Faculty earning less than \$70,000 per year (Pitt/UPP base inclusive) and included in Pay Category A may have up to the first \$20,000 of base salary paid through UPP.

Pay Category B

This category is closed to new entrants. Faculty in this category will remain in this category unless their circumstances change requiring them to move to a different category. If a Faculty member changes to a different category, they cannot return to this category.

Base Salary Distribution:

- Up to the first \$20,000 of base salary will be paid through UPP.
- The next portion of the base salary, to \$140,000, will be paid through the University. Tenured Faculty who were grandfathered on October 6, 2003 at their then current University salary of \$141,300 may remain at \$141,300.
- Any additional base salary will be paid through UPP.

Pay Category C

It is required that dually-employed Faculty in Pay Category C must have at least \$50,000 of their annual University salary on funded peer reviewed research grants.

Department Chairs are automatically included in Pay Category C.

Base Salary Distribution:

- Up to the first \$20,000 of base salary will be paid through UPP.
- The next portion of the base salary, to \$200,000, will be paid through the University.
- Any additional base salary will be paid through UPP.

Faculty earning less than \$70,000 per year (combined UPSOM and UPP base) and having more than 90% of their salary charged to grants may be included in Pay Category C.

Faculty included in Pay Category C will be reclassified to the appropriate pay category on January 1 following the date that their annual University salary supported by grants falls below \$50,000. However, if the Faculty member has pending grant applications that would increase their support to above \$50,000 they may remain in Pay Category C for a period not to exceed one year with grants supporting less than \$50,000 of their salary.

Veterans Administration Medical Center Faculty (VAMC)

Criteria for the Faculty will be the same and the VAMC salary will remain as contracted with the VAMC.

The distribution of any base salary above that paid by the VAMC will follow the guidelines for each pay category, except that up to the first \$20,000 may be paid through UPP for Faculty in Pay Category A.

Additional Information:

Variation from the classification system will be allowed for foreign nationals in situations where adherence to the policy would violate the terms of an individual's visa requirements.

Pay Category A Faculty should have the same employment status at UPSOM and UPP (i.e., full-time or part-time) based on the UPP employment status. Pay Category B or C Faculty are not required to have the same employment status at UPSOM and UPP, and the current guidelines for determining effort at each entity should be applied at each entity.

UPSOM part-time dually-employed Faculty should have these guidelines applied to their University base salary in the same proportion as their indicated University effort on the applicable Employee Record.

Contact Information: UPSOM Office of Finance and Administration (412) 648-8964