1. **Administrative Support**
   a. 1 Administrative Assistance for up to 4 Faculty
   b. 1 Administrative Assistance = up to $20,000 in support

2. **Benchmarks**
   a. UHC Benchmarks; if unavailable, MGMA Academic benchmarks
   b. wRVU
      i. UHC 50%; minimum
      ii. Departments may opt to use a higher %-tage benchmark for productivity

3. **Benefits**
   a. MD Faculty - 25% of salary (not including liability)
   b. Advanced Practice Providers – 30% of salary

4. **Clinical Effort**
   a. Full time clinical faculty = minimum .8 clinical effort

5. **Clinical Support**
   a. Clinical support staff, e.g., RNs, LPNs, MAs etc., will be funded by the applicable home department

6. **Faculty Support**
   a. New hires that align with the MUSC Health strategic plan
   b. New hires that represent growth and not replacement
   c. Division leader replacements will be funded by the applicable home department
   d. Salaries no greater than the 50\(^{th}\) %-tile of the applicable benchmark
   e. Salary support requests should concur with clinical effort. E.g., .8 cFTE = 80% of salary considered for support

7. **Licenses, Dues and CME**
   a. Up to $1,000 per 1.0 clinician FTE

8. **Overhead: FY14**
   a. MUSC-P 16.3%
   b. COM 5.0%
   c. President 1%
   d. Department 10%

9. **Physician extenders**
   a. Strategic Hire Requests - Physician extenders, e.g., NPs, PAs, etc., will be funded by the applicable home department (this does not apply to new service contract requests)