MUSC Board of Trustees Resolution

The Board instructs Administration to do the following:

(1) Harmonize the recurring component of faculty salary (traditionally Part A) of the faculty contract to incorporate scale for academic rank as follows:

<table>
<thead>
<tr>
<th>Rank</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Instructor</td>
<td>$50,000</td>
</tr>
<tr>
<td>Assistant Professor</td>
<td>$60,000</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>$80,000</td>
</tr>
<tr>
<td>Professor</td>
<td>$90,000</td>
</tr>
</tbody>
</table>

1a. **Grandfathering:** In such circumstances in which the faculty member’s total compensation is less than the scale for rank as above, then recurring compensation will be the lesser of the amount in the scale above or the historical compensation, until such a time as the contracted total compensation exceeds the scale. In such circumstances in which a faculty member’s current recurring (Part A) compensation exceeds the scale above, the difference shall be relocated to the variable component of compensation for this year, so that the no faculty member has a reduction in recurring compensation for this year.

1b. **Source of funds:** Any source of funds associated with faculty activities can be used to meet the salary commitment as outlined in the scale. Those include, but are not limited to, university funds from any source, funds from the University Medical Associates, Carolina Family Care, and MUSC-affiliated foundations; or the Department of Veterans Affairs. The fund source(s) can vary from year to year.

1c. **Faculty contracts:** parts A, B, and C of the faculty contract should be incorporated into two sections:
- university policy for rank and tenure; and
- variable component.

1d. **Timeline:** This scale should be implemented immediately for FY10-11 faculty contracts.

1e. **Revision:** This scale can be periodically revised by action of the Board of Trustees. Administration should work with Faculty Senate to incorporate this policy into the Faculty Handbook.

(2) The final implementation of this salary scale depends upon a suitable recommendation from MUSC administration to develop a more robust post-tenure review process.

2a. **Key elements:** The process should:
- Ensure expeditious review of faculty performance and action as necessary.
- Align closely with annual performance evaluations.
- Allow for metric-driven assessments, feedback, and performance improvement plans.
- Incorporate “tripwires” for prompt feedback to faculty members about areas in which improvement is needed; the development of metric-based performance improvement plans; and an expedited post-tenure review process for cases in which the performance improvement plan has not been successful.

2b. **Timeline:** A proposed plan should be submitted for consideration by the Board of Trustees at or prior to their December 2010 meeting.

(3) Incorporate the changes in 1 and 2 into the *Faculty Handbook.*