

-PROPOSAL-

Salary Guarantee for Tenured Faculty University of Connecticut School of Medicine

Tenure constitutes a permanent faculty appointment. The awarding of tenure is not a guarantee of full salary. It is reasonable that a tenured faculty member share the responsibility for funding his/her salary with the institution.

Salary Guarantee

Salary support for tenured faculty will be determined by performance as follows:

Unsatisfactory Performance: A tenured faculty member whose performance is found to be unsatisfactory following a post tenure review, will have the academic portion of his/her salary reduced as outlined in the "Tenured Faculty Minimum Guaranteed Academic Salary" policy (Policy #2004-03). The Post-tenure review policy outlines how the faculty member's salary may be restored. Prior to restoration of full salary (reduced for unsatisfactory performance) the faculty member is not eligible for increases to his/her salary.

Satisfactory Performance: Effective (date), each tenured faculty member is expected to generate a minimum of 25% of his/her salary plus fringe from non-general fund sources. Such sources include, but are not limited to, patient care revenues and salary support on grants or contracts. The exception to this requirement is when a faculty member performs duties necessary for the function of the school, as approved by the Dean (e.g., educational and/or administrative duties) or his/her designee, then general funds may count toward this requirement.

A tenured faculty member who generates a portion, but less than 25%, of his/her salary plus fringe from non-general fund sources (or general funds granted by the Dean's office for assignments of duties necessary for the function of the school), will have his/her salary set at the base salary level plus that portion generated from non-general fund sources. Such a faculty member shall be eligible for an increase in his/her base salary as part of the school's compensation plan.

A tenured faculty member who generates none of his/her salary from non-general fund sources, and has not been assigned duties necessary for the function of the school, will have his/her salary reduced to 75% of its current level (defined as the base salary). Such a faculty member shall be eligible for increases in his/her base salary as part of the school's compensation plan.

When the decision is made to reduce a tenured faculty member's salary, because the requisite 25% of salary support is not attained, the faculty member shall receive six (6) months prior notification of this action.

Appeals

A tenured faculty member may appeal a salary reduction when the requisite 25% of salary support is not attained. Such an appeal shall be heard by the Compensation Appeals Committee. Appeals beyond the Compensation Appeals Committee shall occur in accordance with the faculty grievance procedures outlined in the University Bylaws.