

SCHOOL OF MEDICINE
CLINICAL FACULTY SALARY SCHEDULE

The administration requests that the Board of Visitors approve the *Annual Salary Schedule for Medical School Clinical Faculty* as required by the State's *Consolidated Salary Authorization for Faculty Positions in Institutions of Higher Education*.

VIRGINIA COMMONWEALTH UNIVERSITY

ANNUAL SALARY SCHEDULE FOR MEDICAL SCHOOL CLINICAL FACULTY

FY 2008

REVISED - EFFECTIVE JULY 1, 2007

All full-time clinical faculty members in the School of Medicine are assigned to one of two salary groups based upon academic degree and responsibilities. Each faculty member is assigned to an appropriate salary group by the respective department chair and Dean of the School of Medicine. Salaries may be reduced below the fixed base salaries approved in the *Annual Salary Schedule for Medical School Clinical Faculty* by action of the Board of Visitors and the executive and legislative branches of State government. A faculty member's University salary may exceed the fixed base salary given in the *Annual Salary Schedule for Medical School Clinical Faculty* and will be determined in accordance with approved University policies, procedures and guidelines. The two salary groups are described below.

Full-Time M.D. Clinical Salary Group This salary group establishes a fixed base salary for full-time faculty holding an M.D. or equivalent degree and performing clinical functions. A faculty member assigned to this salary group must receive at least the fixed base salary for appropriate rank from University sources to be considered full-time.

Full-Time Non-M.D. Clinical Salary Group This salary group establishes a fixed base salary for full-time faculty who do not hold an M.D. or equivalent degree but provide clinical services. Clinical psychologists, licensed clinical social workers and others performing clinical services are examples of non-MD's performing in a clinical capacity. A faculty member assigned to this salary group must receive at least the fixed base salary for appropriate rank from University sources to be considered full-time.

The salary amounts shown below represent the fixed base salaries for full-time clinical faculty in the School of Medicine. The fixed base salary for an individual faculty member is based on assigned group and academic rank. Full-time faculty who were employed on November 30, 1994, may have a fixed base salary that exceeds the fixed base salaries shown on the salary table. The fixed base salary for clinical department faculty members who were employed on November 30, 1994, will be based on assigned step on the School of Medicine salary scales in effect on November 30, 1994. Faculty members will retain the fixed base as long as they are employed, without interruption, as full-time faculty members in the School of Medicine.

FIXED BASE SALARIES FOR FULL-TIME CLINICAL FACULTY

| <i>RANK</i> | <i>M.D. CLINICAL</i> | <i>NON-M.D. CLINICAL</i> |
|---|--------------------------|------------------------------|
| PROFESSOR - DEPARTMENT HEAD | \$98,700 | \$70,000 |
| PROFESSOR - DIVISION HEAD | \$58,200 | \$46,000 |
| PROFESSOR | \$50,700 | \$40,000 |
| ASSOC. PROFESSOR - DIVISION HEAD | \$50,700 | \$37,900 |
| ASSOC. PROFESSOR | \$44,000 | \$32,900 |
| ASST. PROFESSOR - DIVISION HEAD | \$41,600 | \$30,000 |
| ASST. PROFESSOR | \$36,500 | \$27,600 |
| INSTRUCTOR | \$30,500 | \$25,000 |
| LECTURER | N/A | \$24,000 |
| RESEARCH ASSISTANT/ RESEARCH ASSOCIATE | \$20,000 | \$20,000 |

* Full-Time Teaching/Research Faculty are regulated by the School of Medicine's Teaching/Research Faculty Salary Plan. Full-Time Administrative/Professional Faculty have no fixed base salary or salary group.