



University of Connecticut Health Center

POLICY NUMBER 2004-03

November 27, 2007

POLICY: Tenured Faculty Minimum Guaranteed Academic Salary

PURPOSE: To establish a minimum guaranteed salary or “floor” below which compensation for tenured faculty cannot fall. This floor applies only to the academic portion of the faculty member’s salary and it does not include bonus or incentive payments. The Clinical Compensation Plan will determine any reductions of the clinical portion of the faculty member’s salary. Reduction to the floor salary will occur only as a result of a post-tenure review process in which the faculty member’s work is not deemed satisfactory.

POLICY STATEMENT:

1) Assessment of Faculty Performance:

The academic portion of a faculty member’s activities will be assessed annually as described in each school’s academic compensation plan. A poor annual review may trigger the posttenure review process described in the faculty member’s school bylaws, which assesses a 5-year performance period. A faculty development plan will be created for any faculty member receiving an “unsatisfactory” performance rating as a result of post-tenure review. The faculty member’s progress towards satisfying the faculty development plan will be reviewed annually following the process described in the School’s bylaws.

2) Reduction to the “floor” salary:

- a) Reductions to the “floor” salary level will take place immediately after all grievances concerning the SAPC’s post-tenure review rating of “unsatisfactory performance” have been exhausted.
- b) Determination of the floor salary will be dependent on when tenure was awarded as follows:
 1. Faculty members receiving tenure after January 1, 2005: The “floor” salary is 75% of the UCHC average for rank and professional category or 75% of the individual’s salary at the time of the post tenure review, whichever is less.

2. Faculty members who received tenure prior to January 1, 2005: The floor salary is the higher of the individual's salary (i.e., non-clinical portion, without incentive bonuses) on January 1, 2005, or the amount described in paragraph 2b1 above.
 3. No raises to floor salary may take place until the faculty member's performance reaches "sustained satisfactory performance" as defined in the post-tenure review process in the School's bylaws.
- c) When significant mitigating circumstances exist, for example, an "unsatisfactory" faculty rating that results primarily from a long term, serious illness, the Dean of the faculty member's school has discretion if and when to lower the faculty member's salary.
- 3) Restoration of the original salary:
- A faculty member's original salary (i.e. just prior to the determination of "unsatisfactory" by the post-tenure review process), will be re-established when his/her performance has been deemed to have reached "sustained satisfactory performance" as defined in the post-tenure review process in the School's bylaws.

Peter Deckers, M.D. (signed)

11/28/07

Executive Vice President for Health Affairs

Date

Revised Policy: November 27, 2007 (Replaces Policy dated July 1, 2005; *Tenured Faculty Minimum Guaranteed Salary Policy* approved April, 2005)