

5. 2014-15 Medical Faculty Salary Ceilings.....Suzanne Ortega

Situation: Request for approval of 2014-15 Medical Faculty Salary Ceilings

Background: Annually, UNC Chapel Hill Schools of Medicine, Dentistry, and Public Health as well as ECU's Brody School of Medicine and ECU's School of Dentistry request approval from the Board of Governors for the creation of medical faculty salary ceilings. The Board of Governors reviews these salaries in accordance to UNC Policy 600.3.4 section D.1.c which requires the Board of Governors, in consultation with the President, *to annually review the salaries set by the medical schools at the University of North Carolina at Chapel Hill and East Carolina University to ensure that the salaries are coordinated and are consistent with relevant data in a national medical labor market.*

Assessment: For the Schools of Dentistry, the figures are based upon amounts that allow for salary increases for current faculty related to clinical productivity, competitive recruitments, potential retention actions, and comparison to salaries from the American Dental Association 2010-11 compensation of faculty.

For the Schools of Medicine, the Association of American Medical Colleges, Summary Statistics on Medical School Faculty Compensation, 2012-2013, M.D. Degree, All Schools, All Regions 75th percentile or highest UNC total salary with 25% productivity calculation, or previous prevailing salary ceiling cap form the basis for each category and academic rank salary ceiling. Salary ceilings for Allied Health Sciences are based upon the 75th Percentile of the 2013 Association of School of Allied Health Professionals Salary Data standardized for twelve month contracts; excluding MD degree.

For the School of Public Health, the figures are based upon a comparison to Association of School and Programs of Public Health (ASPPH) faculty salary benchmarks on a year to year basis and a review of historical trends in salary increases from the annual ASPPH Salary Survey and other reports.

Action: A vote is required to approve the creation of these salary ceilings.

The University of North Carolina at Chapel Hill
Proposed Salary Ceilings for 2014-15

SCHOOL OF DENTISTRY (includes East Carolina University)

	2013-2014	2014-2015
Professor and Chair	\$610,000	\$628,000
Professor	\$590,000	\$613,000
Associate Professor	\$560,000	\$560,000
Assistant Professor	\$410,000	\$410,000
Instructor	\$225,000	\$225,000

SCHOOL OF PUBLIC HEALTH

	2013-2014	2014-2015
Professor and Chair	\$545,000	\$573,000
Professor	\$518,000	\$544,000
Associate Professor	\$372,000	\$391,000
Assistant Professor	\$282,000	\$297,000
Instructor	\$194,000	\$204,000

UNC-Chapel Hill School of Medicine and the Brody School of Medicine at East Carolina University
Clinical Faculty Salary Ceilings for 2014-15

**Departments of Anesthesiology, Emergency Medicine,
Ob-Gyn, Ophthalmology, Otolaryngology,
Orthopaedics, Clinical Pathology, Radiology,
Radiation Oncology, Mohs Surgery, DermPath,
Pediatric Cardiology, Neonatology, Internal Medicine,
Cardiology, Gastroenterology, Oncology, and Surgical
Subspecialties (except Cardiothoracic Surgery)**

	2013-2014	2014-2015
Professor & Chair, Division Chief, or Center Director	\$1,588,000	\$1,985,000
Professor	\$1,358,000	\$1,358,000
Associate Professor	\$1,210,000	\$1,210,000
Assistant Professor	\$718,000	\$773,000
Instructor	\$575,000	\$613,000

Cardiothoracic Surgery

Professor & Chair, Division Chief, or Center Director	\$1,969,000	\$1,975,000
Professor	\$995,000	\$995,000
Associate Professor	\$935,000	\$935,000
Assistant Professor	\$600,000	\$636,000
Instructor	\$474,000	\$474,000

All Other Departments

Professor & Chair, Division Chief, or Center Director	\$858,000	\$858,000
Professor	\$638,000	\$638,000
Associate Professor	\$519,000	\$551,000
Assistant Professor	\$451,000	\$474,000
Instructor	\$334,000	\$350,000

Allied Health Sciences

Chair/Dean	\$278,189	\$280,200
Division Director	\$210,800	\$219,232
Professor	\$190,114	\$199,619
Associate Professor	\$170,578	\$181,665
Assistant Professor	\$142,369	\$147,478
Instructor	\$116,750	\$120,194