

5. 2015-16 Medical Faculty Salary Ceilings.....Junius Gonzales

**Situation:** Request for approval of 2015-16 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 2012-13 compensation of faculty.

For the Schools of Medicine, the Association of American Medical Colleges, Summary Statistics on Medical School Faculty Compensation, 2014-2015, 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 2014 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.

UNC-Chapel Hill School of Medicine and the Brody School of Medicine at East Carolina University  
Proposed Clinical Faculty Salary Ceilings for 2015-16



**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)**

Professor & Chair, Division Chief, or Center Director	\$1,985,000
Professor	\$1,358,000
Associate Professor	\$1,210,000
Assistant Professor	\$ 773,000
Instructor	\$ 635,000

**Cardiothoracic Surgery**

Professor & Chair, Division Chief, or Center Director	\$1,975,000
Professor	\$ 995,000
Associate Professor	\$ 935,000
Assistant Professor	\$ 686,000
Instructor	\$ 511,000

**All Other Departments**

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

**Allied Health Sciences**

Chair/Dean	\$ 285,000
Division Director	\$ 221,650
Professor	\$ 202,200
Associate Professor	\$ 183,750
Assistant Professor	\$ 156,500
Instructor	\$ 125,000

The University of North Carolina at Chapel Hill  
Proposed Faculty Salary Ceilings for 2015-16

SCHOOL OF DENTISTRY (includes East Carolina University)

Professor and Chair	\$659,000
Professor	\$643,000
Associate Professor	\$588,000
Assistant Professor	\$430,000
Instructor	\$236,000

UNC GILLINGS SCHOOL OF GLOBAL PUBLIC HEALTH

Professor and Chair	\$601,000
Professor	\$571,000
Associate Professor	\$410,000
Assistant Professor	\$311,000
Instructor	\$214,000