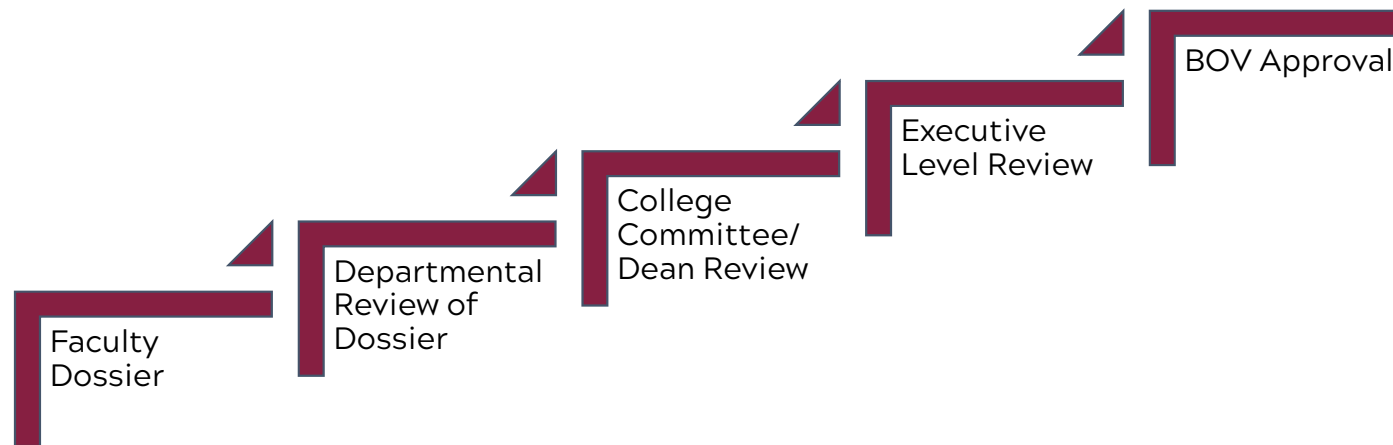


2019-20 Pay Structure

- Establishes entrance salaries for each faculty rank
- Summarizes distribution of faculty across ranks

	9-Month Faculty	12-Month Faculty	Distribution of Approximate % of Total Faculty By Rank
	Entrance	Entrance	
Professor	\$93,419	\$113,398	29%
Associate Professor	71,450	86,578	28%
Assistant Professor	59,107	71,896	30%
Senior Instructor	50,693	65,961	3%
Advanced Instructor	45,196	58,633	2%
Instructor	41,425	53,898	8%

Promotion & Tenure



- Promotion to a higher rank and appointment with tenure may be granted to faculty members on a regular faculty appointment who have demonstrated outstanding accomplishments
- Each candidate for promotion or tenure will be evaluated in light of the tripartite mission of the university: instruction, research, and outreach

Virginia Tech Carilion School of Medicine Faculty

- Two Types of Faculty
 - Employees of Virginia Tech
 - Employed by affiliated entity (in most cases Carilion Clinic)

- Tenure-to-Title
 - Granted to individuals not employed by Virginia Tech
 - Recognition of a faculty member's significant accomplishments in teaching, clinical care (if relevant), scholarship, and service to the school.
 - Awarded without any right to, interest in, or expectation of any compensation or guarantee for compensation or future employment.

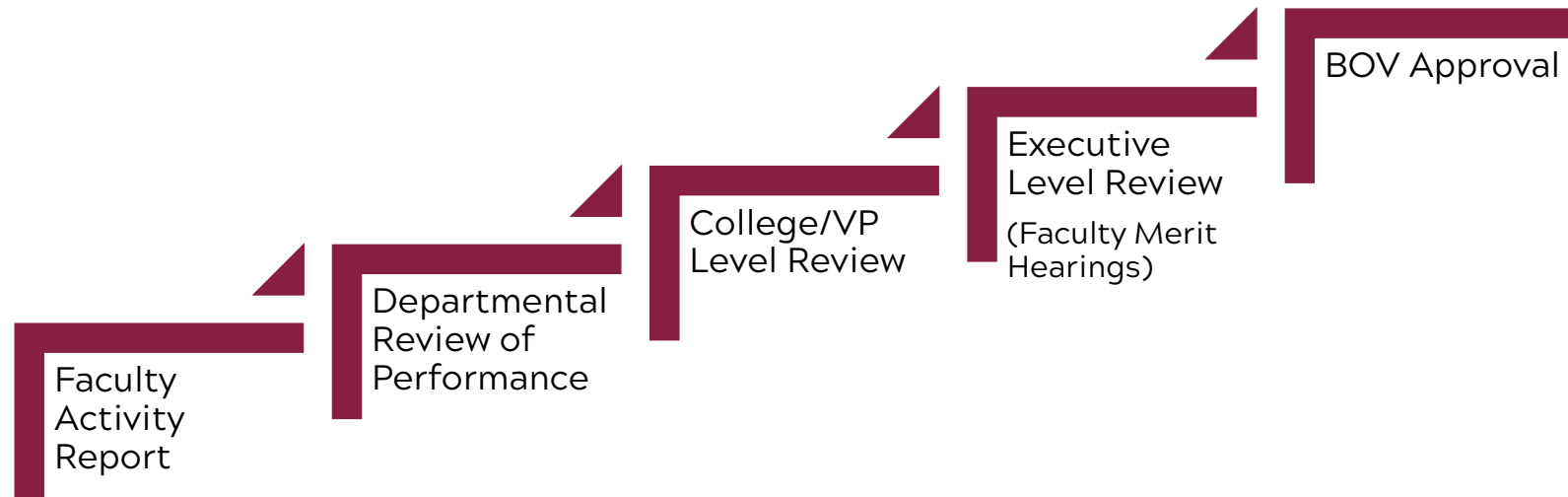
- Faculty may also be promoted to ranks within other faculty categories.

Annual Evaluation and Salary Adjustments

- Faculty Activity Report (FAR)
 - Teaching/Research Faculty: instructional activities, creative scholarship, outreach and service contributions, and other professional activities and recognitions
 - Administrative/Professional faculty: activities in support of their specific job goals as they relate to the broader mission of the university
- FAR forms the basis of faculty evaluations conducted annually by departments independent of the faculty merit process

Annual Evaluation and Salary Adjustments

Faculty Merit Process



- Salary adjustments in the faculty merit process are based on performance, not automatic.
- All merit recommendations are reviewed at three levels before presenting to Board of Visitors for approval.

Merit Review and Compensation Process

- 2018-19 State Authorized faculty salary program
 - 2.75% pool for faculty, Senior Management Areas may supplement
 - 0.25% pool for National Distinction adjustments
 - Senior Management Areas may supplement process
 - Effective June 10, 2019 (July 1st paycheck)
- Other adjustments may happen for changes in duties or special assignments
- No 2019-20 merit process is currently envisioned
- Off-cycle adjustments are submitted, appropriated, for ratification to the Board of Visitors on a quarterly basis on the Faculty Personnel Changes Report

Summary & Recommendation

- University current ranks at 32nd percentile of peer salary average
- State authorized 3% salary program effective June 10, 2019 (FY19)
- No 2019-20 faculty merit process is envisioned at this time
- Continued exploration of opportunities to enhance university competitiveness is recommended

RECOMMENDATION:

That the proposed 2019-20 Faculty Compensation Plan be approved.

June 3, 2019

Additional Information

Promotion & Tenure

Faculty	Clinical Faculty	Collegiate Faculty	Professor of Practice	Instructor	Cooperative Extension	Amount ⁽¹⁾
Professor	Clinical Professor	Collegiate Professor	Professor of Practice			\$7,000
Associate Professor	Clinical Associate Professor	Collegiate Associate Professor	Associate Professor of Practice	Senior Instructor	Senior Agent	\$5,000
Assistant Professor	Clinical Assistant Professor	Collegiate Assistant Professor	Assistant Professor of Practice	Advanced Instructor	Agent	\$3,000

(1) No change to amounts from 2016-17 Faculty Compensation Plan