





**University Faculty Appointment Contract**  
Academic Year: July 1st, 2018, through June 30th, 2019  
*Faculty Member*  
*Department*

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**PART III: COMPENSATION FOR PERIOD OF PERFORMANCE**

**University Policy for Rank and Tenure:** This is the portion of salary that reflects compensation for faculty holding an academic rank of Instructor, Assistant Professor, Associate Professor, and Professor within Section 4.01 of the MUSC Faculty Handbook. To qualify, a faculty member must have a new appointment as of July 1, 2010, or be an existing faculty member with 2009 total compensation at or above the level designated for the appropriate rank as follows:

Instructor	\$50,000.00
Assistant Professor	\$60,000.00
Associate Professor	\$80,000.00
Professor	\$90,000.00

- Any source of funding may be used for this component, and the source may vary from year to year depending on the availability of funds from a given source.
- The compensation for rank and the conditions thereof apply to all faculty members holding these four ranks and is not influenced by College affiliation.
- Faculty members holding an academic rank outside these four ranks are not covered by these conditions. This exclusion includes faculty in sections 4.02 (Modifiers to Faculty Ranks) and 4.03 (Special Faculty Ranks).
- In cases where total compensation exceeds compensation for rank, the difference is included in the Additional Compensation Section. Existing faculty with 2009 total compensation below the level designated for the appropriate rank may receive lesser compensation than the rank designation.
- For faculty holding tenure, the compensation in this section is considered recurring pursuant to Section 6.04 of the MUSC Faculty Handbook and subject to Post-Tenure Review (Section 6.05).
- For faculty holding less than a 1.00 MUSC full-time equivalent (FTE), the compensation for rank will be prorated based on their percent effort if part-time and months of service if less than 12 months except as may be defined in Part V of this Contract.

**Additional Compensation:** This is the portion of salary that exceeds the Compensation for Rank. Unlike the compensation for rank and tenure, the level of compensation is not standard across the University and may vary from year to year.



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<b>A. University Policy for Rank and Tenure</b>	<b>Anticipated <i>Funding Type</i>*</b>	<b>Amount</b>
Compensation based on Academic Rank		\$ _____
.....		\$ _____
<b>Total University Policy for Rank and Tenure Compensation:</b>		<b>\$ _____</b>

<b>B. Additional Compensation</b>	<b>Anticipated <i>Funding Type</i>*</b>	<b>Amount</b>
<b>1. Administrative Supplement</b>		\$ _____
.....	.....	\$ _____
.....	.....	\$ _____
<b>2. Other</b>		\$ _____
.....	.....	\$ _____
<b>Total Additional Compensation:</b>		<b>\$ _____</b>

**Total anticipated compensation (A+B): \$ \_\_\_\_\_**

\* Please use descriptive terms, e.g., college allocation, research grant, practice plan, other.



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**PART IV: DUTIES, RESPONSIBILITIES, ASSIGNMENTS, AND GOALS FOR NEXT YEAR**

Duties, responsibilities, assignments, goals, and assigned % efforts associated with this Faculty Contract should be consistent with those identified on the corresponding annual faculty performance evaluation.

**General Duties:**

<b>Assignments/Responsibilities</b>	<b>%Effort</b>
<b>Teaching:</b> Curriculum Support/Instructional Development/Academic Consultation/Student Advising/Teaching	0.00%
<b>Scholarship:</b> Presentations/Publications/Professional Development	0.00%
<b>Research Activities:</b>	0.00%
<b>Service:</b> Institutional/Community	0.00%
<b>Administration:</b> Leadership/Mentoring/Supervision/Management	0.00%
<b>Clinical/Professional Practice:</b>	0.00%
<b>Other:</b>	0.00%
<b>Total:</b>	<b>0.00%</b>



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**Specific goals for the next academic year:**



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**PART V: ACKNOWLEDGMENTS AND AGREEMENTS**

I, the Faculty Member, agree that the estimate of effort and compensation are reasonable and reflect the mutual agreement between (a) the department chair(s) and/or dean(s) and (b) me.

Furthermore, I accept that compliance with the general terms and provisions as published in the Faculty Handbook are conditions of my appointment to the MUSC faculty. I also agree to comply with the rules and regulations required for the conduct of research and clinical practice. The Constitution and/or By-laws of any approved and applicable practice plan and associated contract(s) will govern those activities

If any provision or portion of this Agreement shall be held by a court of competent jurisdiction to be illegal, invalid, or unenforceable, the remaining provisions or portions shall remain in full force and effect.

By signing this Faculty Appointment Contract, I confirm that I understand that the terms of this agreement are in effect for a period of twelve (12) months, effective July 1st, 2018, through June 30th, 2019, unless otherwise stated in Part II. I understand that my responsibilities as described in Part IV may be adjusted throughout the year based on the departmental instructional needs, changes in research priorities, alterations in clinical service responsibilities, and the need to respond to unanticipated professional opportunities. In such an event, a reasonable level of change may be negotiated between (a) the department chair(s) and/or dean(s) and (b) me.

Conflict of Interest:

Yes, I have submitted my Annual Conflict of Interest Disclosure.

Concurrence:

..... Faculty Member	..... Date	..... Dept. Chair (if appropriate)	..... Date
..... Other (if appropriate)	..... Date	..... Dean (if appropriate)	..... Date

Additional concurrence appropriate to Compensation, Part III, and/or Duties, Part IV:

..... Organization	..... Printed Name	..... Signature	..... Date
..... Organization	..... Printed Name	..... Signature	..... Date
..... Organization	..... Printed Name	..... Signature	..... Date

