

2010 Faculty Appointment Contract – Final Approved Version



University Faculty Appointment Contract
Academic Year: July 1st, 2010, through June 30th, 2011

Faculty Member

Department

Part II: PERIOD OF PERFORMANCE

- Twelve (12) months.
 Less than 12 months. Please specify: Length of Service (in months):

Begin Date: _____
End Date: _____

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
√ Assistant Professor	\$60,000
√ Associate Professor	\$80,000
√ Professor	\$90,000

- 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 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.

University Policy for Rank and Tenure	Anticipated Funding Type*	Amount
1. Compensation based on Academic Rank	_____	_____

Additional Compensation	Anticipated Funding Type*	Amount
1. Administrative Supplement	_____	_____
2. Other	_____	_____
Total of Additional Compensation:		_____

Total Compensation: _____

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

Part IV: DUTIES, RESPONSIBILITIES, ASSIGNMENTS, AND GOALS FOR NEXT YEAR

... (Contract continued) ...

Part V: ACKNOWLEDGEMENTS AND AGREEMENTS

I, the faculty member, agree to ...

... between (a) the department chair(s) and/or dean, and (b) me.

[Supplemental Terms]

Except in cases involving a written agreement between a department chair and a faculty member, if you are a faculty member who derives part or all of your compensation from the Ralph H. Johnson VA Medical Center (VA), and if your compensation from the VA during the period of this Contract is decreased due to cause or other circumstances that are within your control, this contract is null and void. If during the period of this Contract your compensation is decreased due to circumstances beyond your control, this Contract will remain in effect.

[Signatures]

Part VI: GENERAL INFORMATION

[Tenure status already included]

[Include calculation field from data derived from MUSC's HRM regarding part-time]