

Yale SCHOOL OF MEDICINE

Yale School of Medicine Guidelines for Minimum Commitments

YSM-DO-0003

Responsible Office	Faculty Support & Academic Analytics	Originally Issued	11/06/2020
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Responsible Official	Deputy Dean, YSM Finance & Administration	Revision Date	11/06/2020
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Policy Sections

Section 1. Recommendations for Minimum Standards for Compensation and Start-Up: Traditional/Tenure, Clinician-Scientist, Investigator Tracks*

Scope

This policy applies to all faculty at Yale School of Medicine.

Policy Statement

Pending

Reason for the Policy

Pending

Definitions

Pending

Policy Sections

- 1. Recommendations for Minimum Standards for Compensation and Start-Up: Traditional/Tenure, Clinician-Scientist, Investigator Tracks***Enter Section 1 text here.

***See Compensation Committee/Funds Flow Recommendations for Clinician-Educator and Clinical Tracks**

Problem: There are no School-wide minimum standards for compensation and for start-up packages for new ladder track faculty who are research intensive and the current de facto standards in individual departments varies widely. This is especially true for new faculty on the Investigator track. While we await: (1) comprehensive

review of physician-scientist support and broad review of funds flow; (2) consideration of “research asst/assoc/full professor” track appointments, there appears to be a need for guidelines in these areas. Although there is, of course, a need to recognize variability in the types of research carried out by new faculty and hence variability in startup support, guidelines, while not absolute, would help assure the fair application of underlying principles for ladder track faculty: (1) competitive compensation reflecting equity based on job descriptions; (2) competitive start-up funding reflecting equity based on portfolio of activities; (3) universal need for support of career development via mentoring and other modalities.

Recommendations:

For clinical departments:

Salary: Minimum salary for starting ladder asst prof in any rank, on any of the research-intensive ladder tracks, and with any degree(s), is the minimum salary paid in the basic science departments for a starting asst prof on the traditional track. This salary is adjusted yearly and will be available to all Chairs and Lead Administrators.

Space: Minimum space assignment for any new Investigator track asst prof is two WS (or equivalent dry space); minimum space for Traditional and Clinician Scientist track is at least that of the Investigator track and corresponds to need, but typically 6-7 WS or equivalent dry space.

Start-up:

Minimum start-up for Traditional track or CS asst prof:

Credentialed Physician Scientist: designated sources for salary support by the department and by existing grants for 75% of either the NIH cap or actual salary, whichever is lower, for the first three years; additional dowry should be valued at 250K but may include documented support-in-kind such as core services or earmarked funding through a mentor’s laboratory.

PhD scientist: designated salary support by department and by existing grants of 100% of salary for the first three years (up to 95% of salary support can come from grants); additional dowry should be valued at 250K but may include documented support-in-kind such as core services or earmarked funding through a mentor’s laboratory.

Minimum start-up for Investigator track asst prof:

PhD Scientist: Designated salary support by department and grants for 100% of NIH cap or actual salary, whichever is lower; additional 50K dowry. Maximum salary allowed on grants is 95%.

MD scientist with potential to practice clinical medicine: very rare, one-off considerations

For basic science departments:

Salary: Minimum salary for starting ladder asst prof in any rank, on any research-intensive track, and with any degree(s) is the salary set each year and communicated to Chair and Lead Administrator.

For Investigator track faculty, salary supported by department and grants must equal 100% of NIH cap or actual salary, whichever is lower. Maximum salary allowed on grants is 95%. No funds are provided by Dean's office for Investigator track faculty.

Space: Minimum space assignment for any new Investigator track asst prof is two WS (or equivalent dry space). Space assignment for Traditional track asst prof is in accordance with needs, typically 6-7 WS or equivalent dry space.

Start-up: Departmental commitment to at least \$100K dowry for Investigator track faculty. No funds provided by Dean's office for startup dowry for Investigator track faculty. While funds for Traditional track faculty start up dowry are typically covered by the Dean's office, in some circumstances, departments may contribute to dowry.

Special Situations & Exceptions

Pending

Roles & Responsibilities

Pending

Contact Information

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Related Information

Yale School of Medicine Guidelines for Departmental Compensation Plans, YSM-DO-0002

Revision History

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