

DEFINITION OF THE SALARY LEVEL
GUARANTEED TO FUTURE AWARD OF TENURE
IN THE FACULTY OF THE SCHOOL OF MEDICINE

University of Pittsburgh

The salary guarantees associated with the future award of tenure in the School of Medicine will not exceed the level of the current median for the equivalent rank of the tenured faculty in the basic science departments of the School of Medicine. This includes Molecular Genetics and Biochemistry, Cell Biology and Physiology, Pharmacology, Neurobiology, and Cellular and Molecular Pathology. Salaries of Chairs and former Chairs will be excluded from this calculation.

1. This salary median will be calculated on the basis of the contract salary and will not include those incentives given to the faculty of the basic sciences based on productivity related to acquisition of grants. The salary median is to be calculated at the beginning of the fiscal year and will be applied for the duration of the fiscal year.
2. New faculty offered appointments with tenure after 1/1/98 and current faculty awarded tenure after this same date will operate under this new tenure salary policy. Presently tenured faculty will continue to function under the current University tenure rules and obligations.
3. These financial guarantees do not preclude reducing salary for tenured faculty below the median if specific grounds for such reduction are identified and fair and proper procedures are followed as described in the Faculty Handbook.

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