

THE UNIFORMED SERVICES UNIVERSITY OF THE HEALTH SCIENCES

SCHOOL OF MEDICINE FACULTY SALARY SCHEDULES										
BASE PAY (PER ANNUM)										
	Instructor		Assistant Professor		Associate Professor		Professor		Chairman/Administrative	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
GROUP I - PHD	\$49,762 - \$74,643		\$59,939 - \$89,908		\$78,136 - \$117,203		\$114,593 - \$171,889		\$114,593 - \$224,808	
GROUP II - III MD			\$114,395 - \$171,592		\$130,211 - \$195,317		\$151,583 - \$227,375		\$151,583 - \$400,000*	
TOTAL PAY LIMITATION (PER ANNUM)										
	Instructor Maximum		Assistant Professor Maximum		Associate Professor Maximum		Professor Maximum		Chairman/Administrative Maximum	
GROUP I - PHD	\$74,643		\$89,908		\$117,203		\$171,889		\$224,808	
GROUP II - III MD			\$193,418		\$220,420		\$260,995		\$400,000*	

Pay Notes:
Group I includes PHD in the Basic and Clinical Sciences; Group II and III include MD in the Basic and Clinical Sciences.
Base Pay is not limited by 5 U.S.C. § 5373 IAW P.L. 110-181; Aggregate pay is not limited by 5 U.S.C. § 5307 IAW P.L. 110-181.
*In no event may the total amount of compensation paid to an employee in any year (including salary, allowances, differentials, bonuses, awards, and other similar cash payments) exceed the total amount of annual compensation (excluding expenses) specified in 3 U.S.C. § 102 (currently \$400,000). School of Medicine Faculty (SoM) salary schedules will be automatically increased to the lower of survey results or the total amount of annual compensation (excluding expenses) specified in 3 U.S.C. § 102, if during the life of this SoM schedule, the total amount of annual compensation (excluding expenses) specified in 3 U.S.C. § 102 increases.
Applicable bonuses, allowances, or differentials may be paid not to exceed Total Pay limitations above, except:
(1) Recruitment, retention, and relocation allowances may cause pay to exceed Total Pay limitations above but not exceed the total annual compensation (excluding expenses) specified in 3 U.S.C. § 102.
(2) Positions determined to be equivalent to Senior Executive Service (SES), Senior-Level (SL), or Scientific and Professional (ST) positions may receive bonuses, awards, allowances, or differentials in addition to salary, not to exceed the total annual compensation (excluding expenses) specified in 3 U.S.C. § 102.
Any pay, including allowances, is creditable towards retirement for employees covered under TIAA-CREF, Fidelity, or other retirement system not established under 5 U.S.C.
The salary schedules shown above are exclusive of lump-sum performance awards.
The Chairman position retains added administrative responsibilities that may be supplemented by a pay allowance; this is not a promotion. Likewise, return to regular assigned duties does not constitute an adverse action.


R. CRAIG JERABEK
Chief
Wage and Salary Division

Effective Date: The first day of the first pay period
beginning on or after January 1, 2009
Supersedes Schedules Issued: November 13, 2008