THE UNIFORMED SERVICES UNIVERSITY OF THE HEALTH SCIENCES

SCHOOL OF MEDICINE FACULTY SALARY SCHEDULES

### BASE PAY (PER ANNUM)

<table>
<thead>
<tr>
<th>Instructor</th>
<th>Assistant Professor</th>
<th>Associate Professor</th>
<th>Professor</th>
<th>Chairman/Administrative</th>
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<td>Minimum</td>
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**GROUP I - PHD**
- Instructor Minimum: $35,003
- Instructor Maximum: $52,505
- Assistant Professor Minimum: $46,356
- Assistant Professor Maximum: $69,535
- Associate Professor Minimum: $59,524
- Associate Professor Maximum: $89,285
- Professor Minimum: $83,036
- Professor Maximum: $124,554
- Chairman/Administrative Maximum: $166,700

**GROUP II - III MD**
- Instructor Minimum: $77,982
- Instructor Maximum: $116,974
- Assistant Professor Minimum: $96,222
- Assistant Professor Maximum: $144,333
- Associate Professor Minimum: $113,284
- Associate Professor Maximum: $166,700
- Professor Minimum: $113,284
- Professor Maximum: $166,700
- Chairman/Administrative Maximum: $166,700

### TOTAL PAY LIMITATION (PER ANNUM)

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<tr>
<th>Instructor</th>
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<td>Maximum</td>
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</table>

**GROUP I - PHD**
- Instructor Maximum: $52,505
- Assistant Professor Maximum: $69,535
- Associate Professor Maximum: $89,285
- Professor Maximum: $124,554
- Chairman/Administrative Maximum: $166,700

**GROUP II - III MD**
- Instructor Maximum: $140,435
- Assistant Professor Maximum: $166,700
- Associate Professor Maximum: $166,700
- Professor Maximum: $166,700
- Chairman/Administrative Maximum: $166,700

Group I includes PhD in the Basic and Clinical Sciences.
Group II and III include MD in the Basic and Clinical Sciences.

2. Total Pay is limited to level I of the Executive Schedule IAW 5 U.S.C. § 5307 ($166,700 per annum as of January 2002). School of Medicine (SoM) Faculty salary schedules will be automatically increased to the lower of survey results or level I of the Executive Schedule, if during the life of this SoM schedule, level I of the Executive Schedule increases.
3. Applicable bonuses, allowances, or differentials may be paid not to exceed Total Pay limitations above.
4. 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.
5. The salary schedules shown above are exclusive of lump-sum performance awards.

**Effective Date:** The first day of the first pay period beginning on or after January 1, 2002

**Supersedes Schedules Issued:** March 29, 2002