

**Salary Savings Practice - School of Medicine**

Faculty members are eligible to apply for external salary awards that enable them to focus on personal career aspirations such as advancing their individual research programs. This is encouraged by Queen’s and the School in the interests of facilitating the development of faculty members and improving the academic environment of the University and the School. The “salary savings” that can be used to promote these ends will vary depending on the type of appointment held by the faculty member. Regardless of the nature of the faculty member's appointment, the School takes the position that the incentives provided to individuals who successfully obtain competitive external salary awards should be equitable.

Examples of how external awards may impact on the funding of faculty in different types of position are provided below. To ensure clarity in the use of these funds, the faculty member, Head and Dean’s Office should agree in writing on the disposition of funds received; this is to be completed prior to submission of the application.

**Salary Savings Practices-**

**Fully funded tenure-track or tenured non-clinical Faculty members**

10% of the savings generated by a competitive external salary award are available to be added to the faculty member’s T4 as a stipend for the duration of the external award. Alternatively, investigators may choose to apply these funds to their research programs.

Of the remaining 90% of the savings:

40%           to support the faculty member’s research or other scholarly activity

30%           available to the Department under certain circumstances (when salary savings are received by the School, 30% is available on application; this is not granted automatically. The Department must make a sound case for its use, such as replacement teaching).

30%           retained by the Medical School

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**Partially funded non-tenured or tenured, non-clinical Faculty members:**

When the faculty member does not hold a tenure-track appointment, or is tenure track but their position is under-funded, the salary line projected to retirement will show a deficit; any external funding is therefore applied in the first instance to offset this deficit (see example below). In such cases, there may

be no salary savings for the School. Nevertheless, in accord with the principles outlined above, the School will provide to the researcher an amount equivalent to up to 10% of the award that can be applied to their salary or research program, plus an amount equivalent to 40% of the remaining 90% of the value of the award for scholarly activity.

*Example based on assumptions currently used by the Faculty financial office: Dr. X currently earns \$100K/year and is paid from a salary source other than a tenured position. The source has committed to providing \$100K/year until anticipated retirement in 15 years, and does not pay for benefits. Assuming that Dr. X is awarded 10 merit points each year in addition to scale, her salary will rise above the amount received by the University creating an annual deficit that would result in an accumulated deficit of \$1,028,062 in 15 years. On Dr. X's receipt of a competitive salary award of \$60K for five years, this new money is used to pay \$60K of her salary for 5 years. The projected debt is still \$728,062. Thus the University does not pass on "savings" to the Faculty. In trying to be fair to Dr. X, the Faculty takes the 10% plus 40% of 90% from other sources to reward her.*

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The practice described above will apply to the vast majority of cases, but may not be appropriate for all instances; thus, it may be necessary to deviate from it on occasion. Where there is a compelling reason to deviate from this practice, special arrangements must be made as early as possible, and certainly prior to the submission of an application. The mission of the granting agency and the academic and financial obligations of the School should guide the use of any "savings".

**Salary Savings Practice - Clinical Faculty Members**

70% (40% + 30% as above) of the savings generated by a competitive external salary award will be transferred to the member's clinical department and disbursed according to the practice plan of the department.

Friday, November 9, 2007

Revised and approved, Dean's Executive: Monday November 12, 2007