

UW School of Public Health

Salary Coverage and Faculty Scholarly Norms and Expectations for Activities Other Than Research

	Base Salary Coverage	Teaching	Mentoring	Service	Scholarly Leadership	EDI	Grant/Contract Writing
Tenure/ Tenure Track	50%	2 classes annually in SPH. The department average across all tenure/tenure track faculty will be >300 SCH/year for courses taught in the SPH.	Graduating >2-4 MPH/MS/PhD students per year as chair, with consideration of equivalencies for capstone/practicum/other mentoring (e.g., some faculty may chair fewer committees but serve on more overall). Frequently engaged in committees and ad hoc consultations.	All faculty have active engagement in the collective work of the department and school (generally 1 school/university-wide committee and 1 departmental committee each year; attendance at faculty meetings). All faculty also have active service contributions to their disciplines (e.g., journal editing, grant reviewing, service to local practice partners, etc.)	All faculty at senior ranks are leaders in the School (e.g., mentoring junior faculty; collaborating with junior faculty on grant/contract work; participating in departmental planning and advancing pedagogy). Additionally, special school or departmental scholarly leadership (e.g., strategic hire catalytic work, T32 PI, etc.) might substitute for other activities (in consultation with the department chair).	All faculty are engaging in activities (e.g., workshops, trainings, mentorship, participating in the EDI action Plan) that advances the equity, diversity, and inclusion mission of the School.	All faculty are writing applications to cover research/academic practice work (e.g., submitting at least 2 applications per year as PI or co-I) Assistant professors receive additional 10% Base Salary Coverage during their first 3 years, recognizing increased effort.
WOT Reasons of Funding	30%	1 class annually in SPH. The department average across all WOTRF faculty will be >150 SCH/year for courses taught in the SPH.	Graduating >1-2 MPH/MS/PhD students per year as chair, with consideration of equivalencies for capstone/practicum/other mentoring. Frequently engaged in committees and ad hoc consultations.				Consideration for submission of grants through SPH when relevant.
Research	10%	No teaching expectation (paid per course).	Frequently engaged in committees and ad hoc consultations.				
Joint (SoM, other UW dept., Hutch, other)	0% (depts may elect to provide compensation for specific activities)	Active participation in teaching for promotion requirements (paid per course).	Actively engaged in mentoring activities, frequently chairing.				None unless defined in appointment letter.
Teaching Faculty (full-time)	100% (per offer requirements)	Substantial teaching = 6-8 (max) courses for 100%. The department average across all teaching faculty will be >750 SCH/year for courses taught in the SPH.	Actively engaged in mentoring activities, frequently chairing.				

All faculty, particularly on the professional tracks, are expected to engage in substantial and substantive externally-funded scholarly work. Base Salary Coverage facilitates that scholarship, with the work funded through direct cost activities in research and/or academic practice.

Additional compensation above the Base Salary Coverage for other leadership, service, etc., is through negotiations with the chair, including additional compensation provided as part of hiring packages. Assistant professors may be released temporarily from some expectations, particularly early in appointment, and similarly for new parents.

Teaching: SCH expectations reflect 3-year averages across a department – to provide chairs with flexibility to ensure all necessary courses (both large and smaller, specialized, etc.) are taught. Mentoring SCH (e.g., 595/700/800) are counted towards teaching expectations. Teaching of additional courses beyond base expectation will be compensated at 2% per credit for courses expected to have <60 SCH, 4% per credit for 60-300 SCH, 5% per credit for classes with SCH >300.

Buy Out of Teaching: With chair approval, faculty can use grant/contract funds to buy out of teaching. WOTRF faculty can use grant/contract funds to buy out of one class (i.e., by decreasing salary covered by the department from 30% to 10%). Tenure/Tenure Track faculty can buy out of one class (but not two) (i.e., by decreasing salary covered by the department from 50% to 30%). Similarly, Teaching faculty can use grant/contract or other funds to buy out of teaching.

Research Incentive: Faculty can substitute grant support for Base Salary Coverage while maintaining all expectations including teaching and mentoring. Tenure/Tenure Track can reduce the Base Salary they draw from the school/department (by covering the difference from grants or contracts) from 50% to 20% when teaching two courses and from 30% to 10% when teaching one course. WOTRF faculty can reduce the base salary they draw from the school/department (by covering the difference from grants or contracts) from 30% to 10% when teaching one course and from 10% to 5% when not teaching. Research faculty can reduce the base salary they draw from the school/department (by covering the difference from grants or contracts) from 10% to 5%. Base Salary funds freed up by this mechanism will be split between the department and the faculty member (75%/25%, respectively). The 25% will go into an account for individual faculty members to be used at their discretion (within the constraints of University policy) and can be accrued up to a maximum of 6 months of salary.

Bridging: The expectation for the School is 100% salary coverage for all faculty, excepting those who have <100% appointments, are on leave, or who have chosen to move to reduced responsibility. Faculty falling short of 100% temporarily will be automatically bridged at a maximum of 10% salary for 12 months within any 3 year period. More than 10% bridging does not occur automatically and requires negotiation with the chair. Bridging funds will operate at the level of the department.

Over The Cap: Salary over the NIH salary cap is included in the base salary coverage. Departments may choose to cover over the cap salary in addition to base coverage, with departmental resources.