

Faculty Salary Equity

What Does Salary Equity Means

- When entering into full-time, salaried employment contracts, employees are offered a regularly occurring, fixed salary that they can assume will be similar to the fixed salaries of others with similar qualifications and performing similar work.
 - All requests for recruitment at UFCOM-J are approved by chair and dean.
 - Department chairs and administrators are provided with annual AAMC salary data.
 - Offer letters – request submitted by chair and reviewed by the dean’s office.
 - Some individuals may negotiate higher compensation or additional resources at the start of employment. (e.g. additional board certifications, additional clinical services provided, etc.)
- As individuals progress in their employment with the UF, they may be given a raise based on merit (when approved by the UF and Dean), a promotion, counter offers, and equity adjustments.

What Does Salary Equity Means

- Salary equity does not mean that each individual gets paid the same amount regardless of their experience. It does not ignore qualifications, or performance of individual employees.
- *Salary equity refers to whether or not individuals have access to opportunities that allow them to earn and be paid similar compensation for comparable work, given shared qualifications — regardless of differences in individual characteristics such as gender, race, age, sexual orientation, religion, and disability.*

AAMC Faculty Salary Survey

**Association of American Medical Colleges
FY 2020 AAMC Faculty Salary Survey Special Report
University of Florida College of Medicine
Fixed/Contractual Salary Plus Medical Practice Supplement of MD or Equivalent Faculty
All Medical Schools
AAMC Data Services
March 2, 2021**



AAMC Faculty Salary Survey

Department/Specialty	Statistic	Instructor	Assistant	Associate	Professor	Chief	Chair
Family Medicine: General	Count	188	1,617	595	311	27	96
	5th Percentile	129	144	152	161	197	224
	10th Percentile	151	161	170	181	198	252
	15th Percentile	168	173	177	198	199	261
	20th Percentile	178	180	185	202	200	287
	25th Percentile	190	185	191	210	203	300
	30th Percentile	194	190	196	217	207	302
	35th Percentile	195	193	203	220	207	313
	40th Percentile	200	196	206	224	210	322
	45th Percentile	201	200	210	227	211	339
	50th Percentile	205	204	213	232	235	343
	55th Percentile	209	207	217	240	237	349
	60th Percentile	213	210	222	245	239	353
	65th Percentile	218	215	227	250	241	362
	70th Percentile	225	220	232	255	246	367
	75th Percentile	239	228	236	264	253	377
	80th Percentile	258	237	244	270	275	395
	85th Percentile	271	251	255	284	291	406
	90th Percentile	302	268	272	294	304	419
	95th Percentile	321	322	301	343	313	450
	Mean	215.9	213.1	218.4	239.3	237.3	335.6

AAMC Faculty Salary Survey

**Association of American Medical Colleges
FY 2020 AAMC Faculty Salary Survey Special Report
University of Florida College of Medicine**

**Fixed/Contractual Salary Plus Medical Practice Supplement of PhD or Other Doctoral Faculty
All Medical Schools
AAMC Data Services
March 2, 2021**



AAMC Faculty Salary Survey

Department/Specialty	Statistic	Instructor	Assistant	Associate	Professor	Chief	Chair
Biochemistry	Count	90	479	450	668	5	64
	5th Percentile	50	60	78	108	102	190
	10th Percentile	53	64	90	129	112	213
	15th Percentile	54	70	100	141	123	230
	20th Percentile	56	75	105	150	133	241
	25th Percentile	57	80	109	156	143	254
	30th Percentile	58	85	112	161	154	264
	35th Percentile	60	89	116	165	166	275
	40th Percentile	61	93	120	172	177	277
	45th Percentile	62	97	123	175	189	287
	50th Percentile	64	100	125	184	200	296
	55th Percentile	64	103	129	192	215	303
	60th Percentile	66	106	131	200	230	311
	65th Percentile	69	110	135	208	244	325
	70th Percentile	71	115	140	219	259	339
	75th Percentile	72	120	143	228	274	351
	80th Percentile	74	123	149	248	289	369
	85th Percentile	77	128	156	266	304	392
	90th Percentile	80	138	167	290	320	408
	95th Percentile	86	149	191	334	335	434
	Mean	65.8	100.7	128.4	199.6	211.8	302.6

AAMC-UF Faculty Salary Comparison

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Workbook Views

Ruler Formula Bar

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Zoom

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Window

Split View Side by Side

Hide Synchronous Scrolling Reset Window Position

Switch Windows

Macros

Academic Rank

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z	AA	
1	LastName	FirstName	Degree	Status	Hire Date	Term Date	Academic Rank	Academic Rank Date	UF Position	FTE	Gender	Race	Ethnicity	Department	Division	Fixed Salary	Admin Supplement	Admin Supplement Type	General Comments	Total UF Annual Salary (Fixed Salary + Supplement)	UF - AAMC Fixed Salary + Supplement Percentile (All Schools)	AAMC 50th Fixed Salary + Supplement (All Schools)	AAMC 75th Fixed Salary + Supplement (All Schools)	Specialty	Sub Specialty	AAMC Specialty	Salary Comments	
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Request for Recruitment

comj-recruitment-form.pdf - Adobe Acrobat Reader DC (32-bit)

File Edit View Sign Window Help

Home Tools comj-recruitment-f... x

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Please fill out the following form. You cannot save data typed into this form.
Please print your completed form if you would like a copy for your records.

College of Medicine - Jacksonville
Faculty/Physician Recruitment Form

Please scan and send completed/signed documents to:
Recruitment.Request@jax.ufl.edu
*please put department and recruitment type in the subject line of the email

Position #: _____

Requisition #: _____

Date: _____

Recruitment Type: _____

Department: _____

Division Name: _____

Specialty: _____

Sub-Specialty: _____

Department Contact Person (# & email): _____

Name of Former Incumbent (If applicable): _____

Type of Position: Faculty OPS Physician PostDoc

FTE: _____ Adjunct Faculty

Academic Rank (Faculty & Adjunct): _____

Administrative Title (If applicable): _____

Proposed Administrative Supplement Amount (If applicable): _____

If TEAMS, Classification: _____

Total proposed salary or Salary Range: _____

Funding Type: _____

Highlight Existing Fields

Request for Recruitment (Proforma)

financial-proforma.xlsx - Excel

File Home Insert Page Layout Formulas Data Review View Developer ACROBAT Tell me what you want to do... Conde, Eric Share

Clipboard Font Alignment Number Styles Cells Editing

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
1	Physician Proposal																	
2	Department:		Location/Division															
3					Month 1	Month 2	Month 3	Month 4	Month 5	Month 6	Month 7	Month 8	Month 9	Month 10	Month 11	Month 12	Total	
4	FULL FTE	1.0	CLINICAL FTE		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	#DIV/0!
5	Avg Monthly Charges per 1.0 FTE		\$0		-	-	-	-	-	-	-	-	-	-	-	-	-	0
7	Collection Rate		0.0%		0	0	0	0	0	0	0	0	0	0	0	0	0	0
9	Total Net Operating Revenue				0	0	0	0	0	0	0	0	0	0	0	0	0	\$ -
11	Expenses																	
12	Provider Salary Annual		\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
13	Benefits		18.80%		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
14	Staff		\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
15	Benefits		30.95%		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
16	Supplies		\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
17	Operating Expenses		\$0		-	-	-	-	-	-	-	-	-	-	-	-	-	\$ -
19	Contribution Margin before Taxes				\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
21	Admin/Overhead Fee	17.00%			-	-	-	-	-	-	-	-	-	-	-	-	-	0
22	Dean's Tax	4.50%			-	-	-	-	-	-	-	-	-	-	-	-	-	0
23	Total Overhead and Deans Tax				\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$ 0
26	Excess/(Deficit) Revenue over Expense				\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	(\$0)
27	OTHER INFORMATION																	
28	Amount of other funding sources (contract grants, etc)																	

MD-Proforma YEAR 1 (charges) MD-Proforma YEAR 2 (charges) APP-Proforma YEAR 1 APP-Proforma YEAR 2

Ready 100%

Offer Letter

Please fill out the following form. You cannot save data typed into this form. Please print your completed form if you would like a copy for your records. Highlight Existing Fields



Scan & E-mail a copy of the signed form & related documents to:

PAF.Request@jax.ufl.edu

* Please type the following in the e-mail subject line:

Personnel Action Form (PAF)

(New Hires, Changes and Terminations)

* Employee's Name:

* Department:

Completed by:

Phone Number:

UFID#:

Employee's Name:

Effective Date:

Salary:

FTE:

Department:

Division:

Position # (Faculty/Teams):

Practice Location:

U. S. Citizen? YES
 NO

If No, Visa Status/Type:

Does this individual have an active Florida Medical License? YES
 NO

If Yes, License #:

Offer Letter

Please fill out the following form. You cannot save data typed into this form. Please print your completed form if you would like a copy for your records. Highlight Existing Fields

How is the position to be funded?

- Non-Tenure Accruing Tenure Accruing Departmental Funds (MG&G) Grant Contract

UF POSITION: ACADEMIC RANK:

FOR THE ADMINISTRATIVE TITLES, PLEASE CHOOSE APPROPRIATE TITLE AND FILL IN THE BLANK, IF NECESSARY

ADMINISTRATIVE TITLES: TEAMS TITLE:

ACTION REQUESTED: Choose appropriate action below

FACULTY APPOINTMENT	ADJUNCT APPOINTMENT	POST DOCTORAL ASSOC.	OPS APPOINTMENT	TEAMS APPOINTMENT
<input type="checkbox"/> New Appointment	<input type="checkbox"/> New Appointment	<input type="checkbox"/> New Appointment	<input type="checkbox"/> New Appointment	<input type="checkbox"/> New Appointment
<input type="checkbox"/> FTE Change	<input type="checkbox"/> Reappointment	<input type="checkbox"/> Reappointment	<input type="checkbox"/> Reappointment	<input type="checkbox"/> FTE Change
<input type="checkbox"/> Salary Change	<input type="checkbox"/> FTE Change	<input type="checkbox"/> FTE Change	<input type="checkbox"/> FTE Change	<input type="checkbox"/> Salary Change
<input type="checkbox"/> Title Change	<input type="checkbox"/> Salary Change	<input type="checkbox"/> Salary Change	<input type="checkbox"/> Salary Change	<input type="checkbox"/> Title Change
<input type="checkbox"/> Administrative Supplement	<input type="checkbox"/> Title Change	<input type="checkbox"/> Title Change	<input type="checkbox"/> Termination/Resignation	<input type="checkbox"/> Termination/Resignation
<input type="checkbox"/> Termination/Resignation	<input type="checkbox"/> Termination/Resignation	<input type="checkbox"/> Termination/Resignation		
<input type="checkbox"/> Joint Appointment				

Salary Equity a Strategic Priority

(Institutional Commitments)

- Since 2010, the UF COM-J Administrative Affairs has been conducting periodic reviews of faculty compensation to promote a fair and equitable environment. Since 2020, in collaboration with ORA-Center for Data Solutions.
- AAMC faculty salary survey and departmental faculty salary data provided annually to department chairs and administrative directors.
- In January 2020, the college received approval from the university for 43 equity adjustments for faculty members in Jacksonville. **(\$557,571)**
- **November 6, 2020.** 1.5% ATB one-time payment (\$1,322,618). COM-J was the only entity at the UF to request and receive any payment (salary or one-time). Approved by President Fuchs.
- In February 2021, the college received approval for a second iteration of equity adjustments for 90 members faculty in Jacksonville. **(\$1,546,932)**
- **January 2022 – 3rd round of equity market adjustments.**

Salary Equity a Strategic Priority (Institutional Commitments)

Faculty Compensation Plan	UF Raises – Funded by COM-J	Equity Adjustments
FY15 - \$1,324,994	7/1/14 - \$470,363 (3% MP – State Funds Allocation)	7/1/17 - \$1,082,075
FY16 - \$2,416,402	1/1/16 - \$1,775,385 (2.5% MP Raise)	7/1/18 - \$275,658
FY17 - \$2,721,949	1/1/17 - \$1,200,000 (1.5% ATB Raise)	7/1/19 - \$346,289 1/1/20 - \$557,571
FY18 - \$1,934,689	1/1/18 - \$2,511,192 (3% MP Raise)	
FY19 - \$2,400,000	12/21/18 - \$1,253,181 (1.1% MP One-time payment)	2/19/21 - \$1,546,932
FY20 - Suspended	10/1/19 - \$1.2-1.3M (1% ATB Raise)	1/28/22 - TBD
FY21 - \$1,765,660	11/6/20 - \$1,322,618 (1.5% ATB One-time payment *COM-J was the only entity at the UF to receive any payment (salary or one-time)	

Salary Equity a Strategic Priority (Institutional Commitments)

- Next steps
 - In 2022, we will have three years worth of salary data using the same statistical modeling.
 - Review equality estimates of URM.
 - Adding CPSC clinical productivity to the report.
 - Separate report but related since it provides a 9% salary increase - promotion estimates for faculty.



Faculty Compensation Analysis

Academic Year 2020-2021






Understanding Fixed Salary & Total Compensation

Fixed Salary

- The fixed portion of your annual compensation paid by the UF on a biweekly basis. It should also include a portion of compensation that is tied to assigned administrative positions/duties.
 - AAMC Benchmark: Fixed Salary (which includes Medical Practice Supplement)

Total Compensation

- Includes fixed salary and all other payments you receive through UF payroll. All other payments include, but not limited to: Incentive payments for clinical productivity; any contractual incentives; payments for extra clinical work like call pay, extra duty, North consults, outside clinical work through UF contract. 
- AAMC Benchmark: Total Compensation

Total compensation does not take into account the University of Florida employee benefits such as employer-paid premiums for health, AD&D, disability, and life insurance; and a 5.14% employer contribution towards retirement. The employer-paid cost to the Fringe Benefit Pool account for 18.8% of faculty salary during FY21. The pooled rates include the following employer costs of taxes and benefits: FICA OASDI (Social Security); FICA Medical; Health Insurance (including graduate assistant and postdoctoral associates health insurance); Retirement; Life Insurance; Clinical Disability Insurance; Worker's Compensation; Unemployment Compensation; Eligible Leave Cash Outs; Paid Parental Leave payments.

Purpose & Methodology

Explores effects of following on fixed salary & total compensation



Gender



Race & Ethnicity



Degree



Academic Rank



Fellowship



Length of Hire

Methodology

Exclusion criteria

- Department Chairs (current or prior)
- Senior Associate Dean level faculty
- Faculty with non-clinical positions & PhD or other doctoral degree
- Faculty hired after January 1, 2020 (total compensation)
- Departments with <5 faculty members



Determining gender equality in fixed salary and total compensation

- Models assess differences in means (i.e. Male vs. Female)
- Large departments account for all factors, while small departments look at each factor independently
- Higher order models assess interactions between two factors (i.e. Gender by Rank)

Executive Summary

Majority of departments had no statistical difference* between gender with regards to fixed salary and total compensation.

Fixed Salary

- Base salary and administrative supplements, paid weekly

100%
display gender
equality



Total Compensation

- Includes fixed salary, incentive payments for clinical productivity, contractual incentives, and payments for extra clinical work such as call pay, extra duty, North consults, outside clinical work through UF contract.

92%
display gender
equality



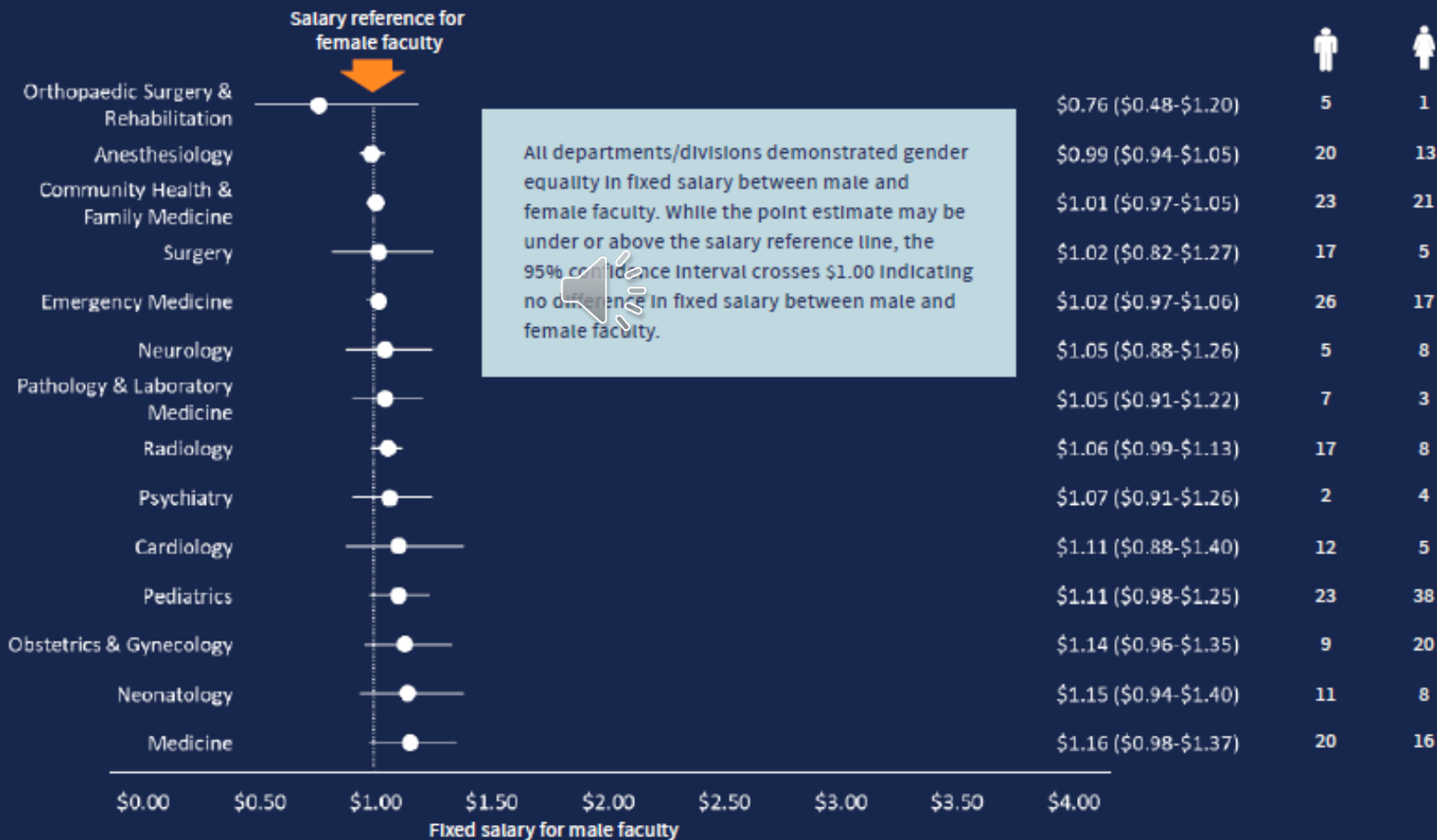
*statistical significance at <0.05

Gender Equality Estimates

Fixed Salary

Fixed Salary

Fixed salary is defined as base salary and administrative supplements, paid bi-weekly.



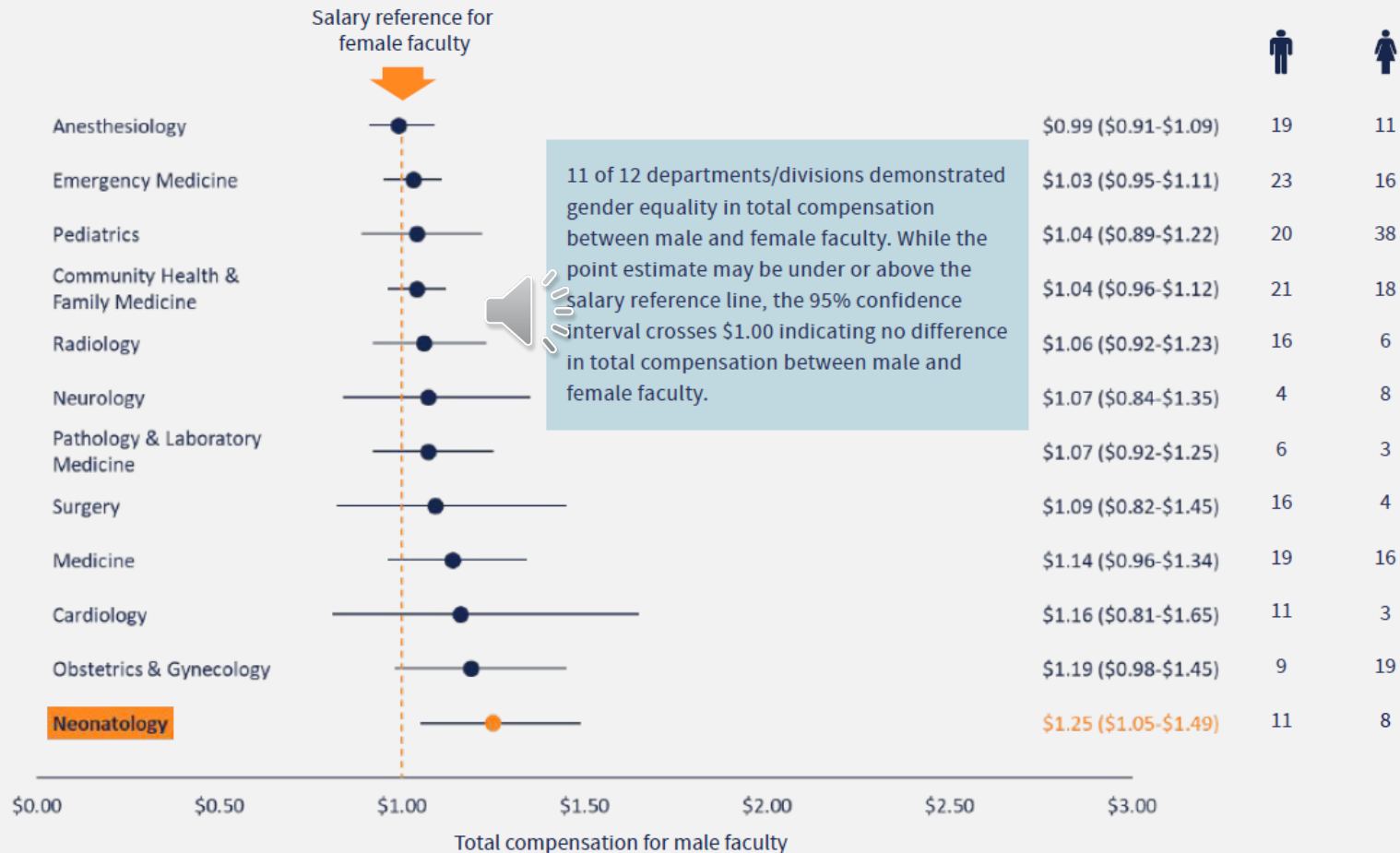
Gender Equality Estimates

Total Compensation

Total Compensation

Total compensation includes fixed salary, incentive payments for clinical productivity, contractual incentives, and payments for extra clinical work such as call pay, extra duty, North consults, & outside clinical work through UF contract.

Note: After removing faculty hired after Jan 1, 2020, Psychiatry and Orthopaedic Surgery & Rehabilitation do not meet sample size requirements.



Gender Equality Estimates

Fixed Salary: Assistant & Associate Professors

Fixed Salary

Fixed salary is defined as base salary and administrative supplements, paid bi-weekly.



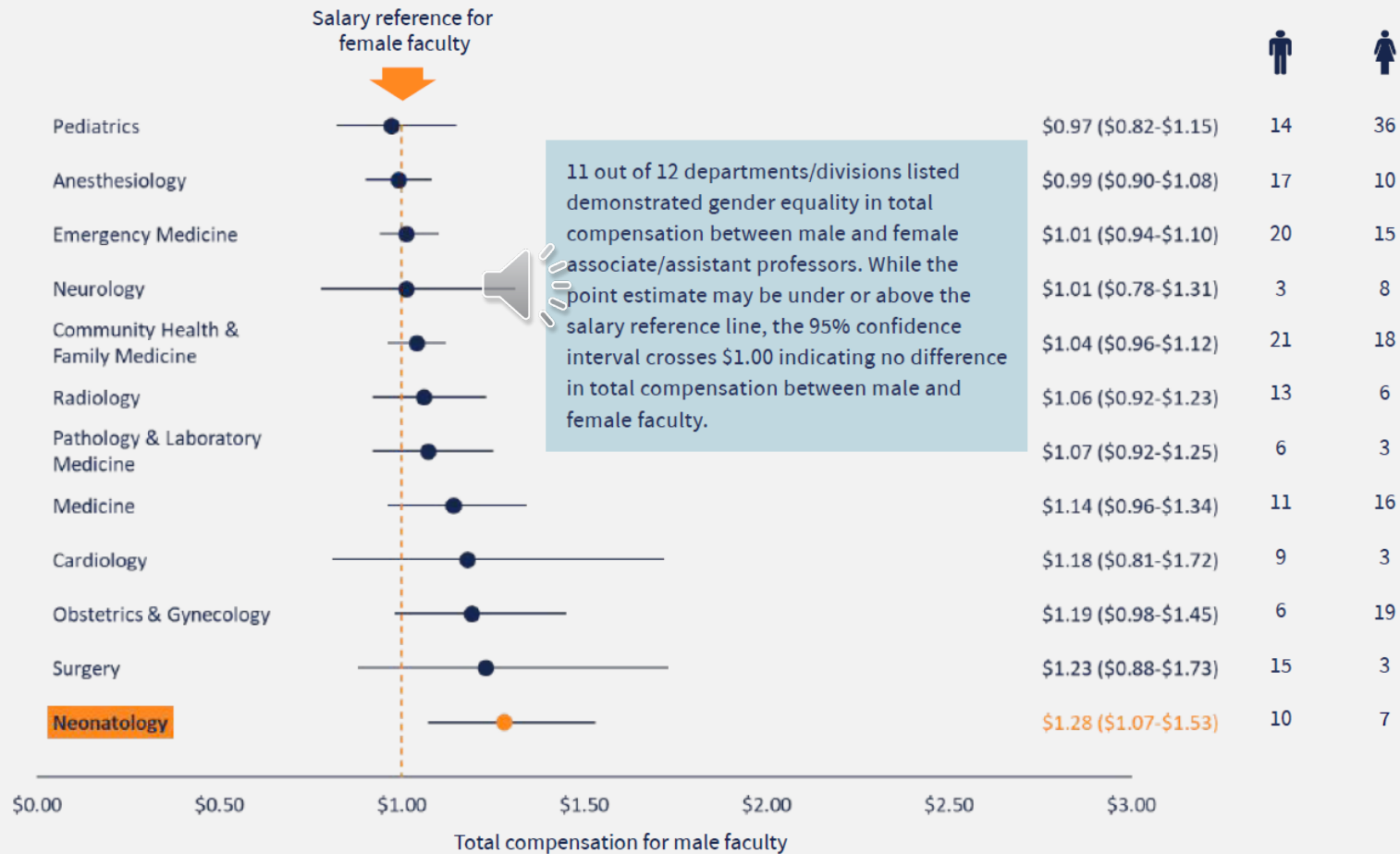
Gender Equality Estimates

Total Compensation: Assistant & Associate Professors

Total Compensation

Total compensation includes fixed salary, incentive payments for clinical productivity, contractual incentives, and payments for extra clinical work such as call pay, extra duty, North consults, & outside clinical work through UF contract.

Note: After removing faculty hired after Jan 1, 2020, Psychiatry and Orthopaedic Surgery & Rehabilitation do not meet sample size requirements.



 **Thank You**
Questions/Comments

