

EMORY UNIVERSITY SCHOOL OF MEDICINE
FACULTY SALARY POLICY

The assignment of a faculty member's responsibilities is at the discretion of the department chair in consultation with the Dean of the School of Medicine. These responsibilities may change from time to time depending on the needs of the department and the School. Likewise, salaries are recommended by the department chair and approved by the Dean based on time and effort and availability of funds and with consideration to assuring, as well as possible, consistency among faculty. Consideration also will be given to other variables, including but not limited to, educational background and training, time in rank, scholarly activity, extramural research support, success as a teacher, and clinical contributions. Also, it is acknowledged that some differential may exist based on the availability of faculty and salary requirements in certain disciplines. It should be understood that a minimum or base salary is not necessarily guaranteed.

In those instances when sources of funds change or are discontinued, efforts will be made to identify alternate funding sources.

It is the policy of the School of Medicine that salaries shall be established and modified without consideration to race, color, national origin, religion, sex, age, handicap or veterans status.

January 5, 1989

Approved by the Council of Chairs February 20, 1989