

# Faculty Contracts

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New Faculty Orientation

# Faculty Contracts

- MUSC utilizes annual Faculty Appointment Contracts (FAC) – same format for faculty in each of the Colleges
- July 1 – June 30
- For most new faculty, the offer letter serves as the faculty contract through June 30 of the first year of employment.
- Thereafter, each faculty member will receive a FAC from their department/division on an annual basis.

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- Typically prepared by departments and given to faculty in May/June for review and signature.
- Set forth the total anticipated compensation for the faculty member and outline duties, responsibilities and goals for the coming year.
- If there are disputes between a faculty member and his/her supervisor regarding the FAC, the Faculty Handbook contains the FAC Dispute Resolution Process (Section 8.11).

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- The FAC contains guidelines with respect to compensation tied to faculty rank – this is referred to as “Part A” of the FAC compensation section:
  - Assistant Professor, \$60,000
  - Associate Professor, \$80,000
  - Professor, \$90,000
- Rank compensation applies only to faculty with “regular” faculty appointments, not to faculty with “modified” or “special” faculty rank appointments.
- Any source of funding may be used for the rank compensation component of a faculty member’s salary.
- Any potential compensation that exceeds “rank compensation” is included in “Part B” of the FAC compensation section as “Additional Compensation”. This amount can vary from year to year.