# UTMB SCHOOL OF MEDICINE FACULTY COMPENSATION PLAN APPOINTMENT

TENURED AND TENURE TRACK APPOINTMENT ONLY AS PROFESSOR, ASSOCIATE PROFESSOR ASSISTANT PROFESSOR

Name and Address: Date:

MEMORANDUM OF APPOINTMENT, 20\_\_ - 20\_\_ Fiscal Year

 The Board of Regents of The University of Texas System has authorized your appointment to the following position(s) at The University of Texas Medical Branch:

|  |  |  |
| --- | --- | --- |
| Academic Title | Department | Tenure Status |
|  |  |  |
| Period of Appointment | Percent Time | Budget Period |
|  |  |  |

**COMPENSATION:**

Core Salary Component $\_\_\_\_\_\_\_\_\_\_\_\_\_

Specialty/Discipline-Specific Component $\_\_\_\_\_\_\_\_\_\_\_\_\_

Institutional Base Annual Salary $\_\_\_\_\_\_\_\_\_\_\_\_\_

**Estimated** Incentive Payment (Not Guaranteed) $\_\_\_\_\_\_\_\_\_\_\_\_\_

**Estimated** Total Compensation for this Period $\_\_\_\_\_\_\_\_\_\_\_\_\_

This appointment is subject to the provisions of the *Rules and Regulations* of the Board of Regents of The University of Texas System, Regental and U.T. System policies, the rules and regulations of the University, and applicable state and federal laws and regulations.

Total Compensation includes Institutional Base Annual Salary and Incentive Compensation. Total Compensation will be the gross amount for the indicated budget period only and is subject to deductions required by state and federal law and, if permitted by law, other deductions that you may authorize. The Institutional Base Annual Salary consists of a Core Salary Component and a Specialty/Discipline-Specific Component. The Core Salary Component and a Specialty/Discipline-Specific Component have been determined in accordance with the Faculty Compensation Plan of the School of Medicine.  **The Institutional Base Annual Salary does not include any incentive plan payments for which you may be eligible**. The estimated Incentive Compensation is not a guaranteed amount. The actual amount of Incentive Compensation will be determined through application of the Faculty Compensation Plan. Total Compensation may be increased or decreased in subsequent budget periods.

The obligation for payment of any portion of your compensation as determined by the Faculty Compensation Plan that is payable from contracts, grants, gifts, bequests, endowments, Medical, Service, Research & Development Plan (MSRDP), or other funding sources is dependent upon receipt of those funds. You also will receive such employee benefits as may be authorized by applicable laws and by the MSRDP Bylaws.

Please indicate acceptance of this appointment by signing and dating this Memorandum in the space indicated below and return it to the Office of the \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ by \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, 20\_\_, in order that your name may be placed on the payroll for the next fiscal year.

A revised Memorandum will be sent if there is a change in your status during the indicated budget period.

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Chair of Department\*

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Dean of Medicine

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

President

I accept this appointment \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\* If the administrative unit does not have a Chair, substitute the title of the head of the unit.

Last updated: May 1, 2013

(Health Affairs Form UTMBSOM 15)