VALID REASONS (OTHER THAN CHANGE IN FTE) FOR CHANGES IN FACULTY
CLINICAL SALARY COMPONENTS DURING A CONTRACT PERIOD

Increases/Initiation of Patient Services or Faculty Practice Salary Component

- initiation of patient services or faculty practice clinical activities
- implementation of faculty practice guarantee as set forth in offer letter
- additional clinical duties or responsibilities of (specify)
- establishment of new clinical programs or services or expansion of clinical
  programs or services (specify)
- establishment of new clinical research programs
- increased activity (or time or weekend time or call or billings or clinical earnings)
  in the practice plan or in at UH or UBHC
- increased faculty practice funds available for distribution to participating faculty
- receipt of NJ license to practice medicine
- receipt of board certification in (specify)
- bring salary into alignment (remain competitive) with salaries at other institutions
  or with the market for similar clinical providers or with offers to the individual
- maintain parity or equity with clinical supplements of other similar faculty
- notable clinical or clinical research accomplishments
- award of grants or funds for clinical services or research
- high (or increased) productivity in the practice plan or in clinical activities or
  clinical research
- increased clinical teaching of students and/or housestaff
- return from faculty renewal leave, military leave or other unpaid leave
- prescribed in settlement agreement or other legal document
Decreases/Termination of Patient Services or Faculty Practice Salary Component

- expiration or decrease of faculty practice guarantee as set forth in offer letter
- decreased clinical or administrative duties or responsibilities of (specify)
- decreased activity (or time or call or billings or clinical earnings) in the practice plan or in UH or UBHC
- decreased productivity or failure to meet pre-established productivity or activity goals in the practice plan, or in clinical activities at UH or UBHC, or in clinical research
- termination of all faculty practice or patient services activities (or of clinical activity at a specific site)
- decreased (or insufficient) departmental faculty practice revenue collections available for distribution to participating faculty
- decreased clinical teaching of students and/or housestaff
- faculty renewal leave, military leave or other unpaid leave
- prescribed in settlement agreement or other legal document