

Salary Augmentation Policy

I. Purpose:

Faculty and staff salaries may warrant additional augmentation when additional responsibilities increase workload or add administrative roles. This document intends to provide consistency and transparency for the administration of augmentations.

II. Policy:

Within this document are the list of approved augments based on specific additional roles and responsibilities. These augmentations will remain in place as long as the faculty or staff member continues to perform the tasks associated with the augmentation and will be discontinued when the additional responsibilities end.

Rules:

- Augmentations not pre-approved through this policy require approval of the Dean.
- No person is eligible for a double augmentation without approval from the Dean.
- When an individual faculty has two roles with an associated augmentation, the total compensation from augmentations should not be greater than \$15,000. If approved by the Dean, the additional compensation will be set at 25- 50% of the second augmentation.
- When a faculty salary is below an administrative salary range, the standard augmentation rate can supplemented without increasing the faculty's base salary to achieve the appropriate administrative salary level.

Position Type	Augment Amount	Notes
<i>Administrative Roles</i>		
Associate Dean	\$25,000 - \$30,000	
Assistant Dean	\$10,000 - \$12,000	
Department Chair	\$20,000	
Division Director	\$ 7,500	
Director, Assessment	\$ 5,000	
Director, Public Policy	\$ 5,000	
Director, Oral Biology	\$ 5,000	
Director, Sum Res. Prog.	\$ 2,500	Supported from foundation funds
Director, Adv. Educ. Prog.	\$2,500-5,000	Augment amount will be determined based on original faculty position.
<i>Faculty</i>		
EOAA Liaison	\$ 2,000	
Director, Institute for Molecular Virology	\$15,000	
Clinical Director, Faculty Practice	\$ 5,000	
Director, Evidence Based Dentistry	\$ 5,000	
<i>Staff</i>		
Working out of classification	As appropriate	
Cell Phone augment		Only for facility manager

Process:

Approved augments will be automatically processed through a notification contract from Human Resources. The augment will be in effect until the termination date identified in the contract. Upon extension of the administrative or faculty function, the augment will be applied.

To request an exception through the Dean’s approval, justification as to why an augment is needed should be submitted through the Chief of Staff.

III. Definition(s):

Augmentations: additional compensation that may take the form of financial payment to the employee, financial support for professional travel, and/or support for research and scholarly activities.

Administrative Supplements: additional compensation provided as a financial payment to employees when the additional compensation is for the employee’s primary employment position and responsibilities.

Policy Owner:	Dean’s Office
External References:	
Related Policies:	
Approved by:	Council of Chairs
Approval Date:	August 4, 2021
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