




UNIVERSITY OF KENTUCKY

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MEMORANDUM

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From: Michael T. Nietzel
Provost 

Subject: Minimal Salaries for Research Title Series Faculty Appointments

Date: May 5, 2003

The colleges and centers in the Medical Center adopted guidelines for the salaries of faculty appointed in Research and Clinical Title Series positions. The guidelines specify that salaries for faculty in Research Title Series positions should be reasonably commensurate with the salaries of faculty in Regular or Special Title Series positions at the same rank. Salaries of faculty who are newly hired in Research Title Series positions will be no less than 60% of an average of the salaries paid to new hires in Regular and Special Title Series positions at the same rank. Clinical Title Series faculty salaries will be market-driven and related to the individual faculty member's productivity.

We will examine the extension of this rule to the entire campus during the coming year, but for FY04, we will continue to apply this rule in the Colleges of Dentistry, Health Sciences, Medicine, Nursing, and Pharmacy as well as the Sanders Brown Center on Aging, the Markey Cancer Center, the Graduate Center in Nutritional Sciences, the Graduate Center for Toxicology, and the Graduate Center for Biomedical Engineering. The twelve-month equivalent minimum salaries that can be offered to new faculty members or paid to a current faculty member in a Research Title Series position are as follows:

Assistant Professor	\$40,301
Associate Professor	\$44,660
Professor	\$68,225*

For those faculty members in Research Title Series positions who are given a terminal contract, any subsequent re-hire must be treated as a new hire and is subject to the same 60% rule.

Page 2

Clinical and Research Series faculty must be reviewed during the annual faculty performance evaluation process. Merit salary increases should be commensurate with those of faculty in equivalent positions and in line with the individual faculty member's performance evaluation.

*Note: To create a more equitable and reasonable hiring rate for this particular level, the figure of \$68,225 was calculated using 55% of the average salary of individuals in the category (rather than 60%).

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cc: James Holsinger
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