

Perelman School of Medicine

Definitions of Categories of Compensation

Academic Base Salary: Applies to Standing Faculty (Tenure and Clinician-Educator)

Salary paid for regular, full-time academic duties of Standing Faculty (teaching, research, service). Generally, the amount of the Academic Base for new appointments is the minimum for the rank established each year by the Perelman School of Medicine.

Faculty Salary: Applies to Non-Standing, Full-Time Faculty (Academic Clinician and Research)

Salary paid for academic duties of Non-Standing Faculty.

Base Salary Supplement: May apply to Standing or Non-Standing Full-Time Faculty

Salary in excess of Academic Base Salary or Faculty Salary that is guaranteed for a defined term. Generally, this salary is the amount of base salary that Clinician-Educators and Tenure Faculty receive above the minimum for the rank or academic base salary.

Base Salary/Staff Salary: Applies to Staff, such as Penn Medicine Clinicians (formerly called Health System Clinicians), who may or may not have Part-Time Academic Appointments

Applies to associated faculty (clinical faculty) and academic support staff (clinical associates) who hold staff positions as their primary job.

Administrative Stipend: If Applicable, Applies to Standing Faculty, Non-Standing Full-Time Faculty and Staff with Part-Time Faculty Appointments

Salary paid for administrative appointments beyond regular teaching, research and service responsibilities. May include duties performed on an interim basis.

Target Incentive: May Apply to Standing and Non-Standing Full-Time Faculty and Penn Medicine Clinicians

If applicable, salary and/or timed payments for achieving targets as defined by a department incentive program

7.11

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