

# UC San Diego Health

## 2017-2019 Historical Compensation for Career Development Grant-Funded Faculty at time of initial appointment

Faculty Member	Total Compensation
Average K physician-scientist starting salary	\$160,000

MGMA 3-year Median Salary (2019,2021,2022)	3-year Avg AAMC Specialty 50 <sup>th</sup> Assistant Prof
\$515,085.00	\$368,358.00

# UC San Diego Health

## MFM Compensation Plan for Career Development Grant-Funded Faculty post K grant + department investment

Compensation Plan Component	Comp Plan for Career Development Grant-Funded Faculty	Standard Departmental Comp Plan for Junior Faculty
Career Development Grant (WRHR)	\$75,000	\$0
Dept Investment	\$0	\$0
Other Research Grants	\$0	Gap: \$155,500
Department Incentives (seniority, education)	\$13,000	\$16,000
Subspecialty Coverageships	\$0	\$37,500
Clinical Service Agreement	\$0	\$15,000
Clinical Production Payment based on RVUs	\$166,000	\$341,000
<b>Total Compensation</b>	<b>\$254,000</b>	<b>\$409,500</b>

MGMA 3-year Median Salary (2019,2021,2022)	3-year Avg AAMC Specialty 50 <sup>th</sup> Assoc
\$515,085.00	\$368,358.00

San Diego

School of Medicine  
Obstetrics, Gynecology and  
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# UC San Diego Health

## MFM Compensation Plan for Career Development Grant-Funded Faculty Compared to Standard Comp Plan

Compensation Plan Component	Comp Plan for Career Development Grant-Funded Faculty	Standard Departmental Comp Plan for Junior Faculty
Career Development Grant (WRHR)	\$75,000	\$0
Dept Investment	\$55,000	\$0
Other Research Grants	\$0	Gap: \$100,000
Department Incentives (seniority, education)	\$13,000	
Subspecialty Coverageships	\$0	\$37,500
Clinical Service Agreement	\$0	\$15,000
Clinical Production Payment based on RVUs	\$166,000	\$341,000
<b>Total Compensation</b>	<b>\$309,000</b>	<b>\$409,500</b>

MGMA 3-year Median Salary (2019,2021,2022)	3-year Avg AAMC Specialty 50 <sup>th</sup> Assoc
\$515,085	\$368,358.00

# UC San Diego Health

## MFM Career Development Grant-Funded Faculty Year 6 (75% research) v. MFM clinical faculty

Compensation Plan Component	Comp Plan for Career Development Grant-Funded Faculty	Standard Departmental Comp Plan for Mid-Level Faculty
Career Development Grant (WRHR)	\$0	\$0
Dept Investment	\$0	\$0
Other Research Grants	\$0	Gap: \$214,700
Department Incentives (seniority, education)	\$20,000	\$20,000
Subspecialty Coverageships	\$0	\$37,500
Clinical Service Agreement	\$0	\$15,000
Clinical Production Payment based on RVUs	\$215,800	\$378,000
<b>Total Compensation</b>	<b>\$235,800</b>	<b>\$450,500</b>

**MGMA 3-year Median Salary (2019,2021,2022)**

\$515,085.00

**3-year Avg AAMC Specialty 50<sup>th</sup> Assoc**

\$440,683.00

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## MFM Career Development Grant-Funded Faculty Year 6 (adding clinical work) v. MFM clinical faculty

Compensation Plan Component	Comp Plan for Career Development Grant-Funded Faculty	Standard Departmental Comp Plan for Junior Faculty
Career Development Grant (WRHR)	\$0	\$0
Dept Investment	\$0	\$0
Other Research Grants	\$0	Gap: \$162,200
Department Incentives (seniority, education)	\$20,000	\$20,000
Subspecialty Coverageships	\$37,500	\$37,500
Clinical Service Agreement	\$15,000	\$15,000
Clinical Production Payment based on RVUs	\$215,800	\$378,000
<b>Total Compensation</b>	<b>\$288,300</b>	<b>\$450,500</b>

MGMA 3-year Median Salary (2019,2021,2022)	3-year Avg AAMC Specialty 50 <sup>th</sup> Assoc
\$515,085.00	\$440,683.00

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