

Creighton University School of Medicine Guidelines

GUIDELINE: Decanal Compensation

GOVERNING BODY: Office of the Dean

APPROVAL DATE: August 16, 2021

REVISED DATE: n/a

LCME ACCREDITATION STANDARD REFERENCE: n/a

PURPOSE

The purpose of this guideline is to define the process for determining benchmarks for decanal positions.

SCOPE

This guideline applies to all decanal positions.

PROCEDURE

Associate Dean Compensation:

1. Compensation for Associate Dean positions for which the AAMC collects compensation data in the compensation survey will be benchmarked at the median for the position based on the degree of the individual holding the position.
2. If the Associate Dean position does not have AAMC compensation survey benchmarks, a blended average of the available median benchmarks will be used to determine compensation.
3. Actual compensation will range from 90% to 110% of the benchmark based on the following criteria:
 - Degree requirement met
 - General Work Experience
 - Related Work Experience
 - Scope of Work
 - Complexity of the position
 - Number of Direct Reports

Assistant Dean Compensation:

1. Compensation for the Assistant Dean will be benchmarked at the median of the Assistant Dean compensation in the AAMC compensation survey if such a position is presented in the survey.

2. If a position does not exist in the survey, compensation for offices for which an Associate Dean compensation is present in the AAMC compensation survey will be benchmarked at 25% percentile of the Associate Dean per office per degree (MD or PhD).
3. If the position does not fit with the offices surveyed in the AAMC compensation survey, 62.5% of the blended 50% of Associate Dean compensation will be used as the benchmark.
4. Actual compensation will range from 90% to 110% of the benchmark based on the following criteria
 - Degree requirement met
 - General Work Experience
 - Related Work Experience
 - Scope of Work
 - Complexity of the position
 - Number of Direct Reports

Salary Adjustments:

1. On a yearly basis, the Creighton decanal compensation will be compared to the AAMC benchmarks (adjusted to the CU benchmarks).
2. Should the Creighton compensation no longer meet the Creighton benchmarks, adjustments will be made to keep the compensation in line with benchmarks.
3. This could include increasing the compensation during one fiscal year or over multiple years.

ADMINISTRATION AND INTERPRETATION

Dean and the Associate Dean for Planning and Business Affairs