



# SCHOOL OF MEDICINE

Department of Medicine  
Chairman's Office

## DOM Departmental Policy

SUBJECT: DOM VA Faculty Salaries

EFFECTIVE DATE: Ongoing

PURPOSE: Reiteration of longstanding DOM policy on VA appointments

POLICY: The Department of Medicine is responsible for setting faculty members' salaries, except for faculty with 8/8ths VA appointments. Whenever there is a pending change in VA eighths (increase or decrease) or a change in VA administrative commitments for any faculty member, either the appropriate VA Section Chief or the Division Director shall notify the Department of Medicine (Chair and Executive Administrator) for approval. Along with this notification should be a brief business plan outlining the faculty member's overall compensation along with proposed funding sources. Failure to evaluate VA eighths in context with overall compensation can create inequities and inconsistencies in faculty compensation.

PROCEDURE:

1. Send a memo to the Department of Medicine with approval lines for the Chair and Executive Administrator describing the proposed change, including the current and proposed salary component distribution including UAB, HSF/UAB Health System and VA sources with the current and proposed funding sources.
2. Changes in VA eighths or changes in administrative commitments should not be implemented without Chair and Executive Administrator approval.

RESPONSIBILITY: Division Director or VA Section Chief

SIGNED BY:

Seth Landefeld, MD  
Professor and Chair  
Department of Medicine  
Spencer Chair in Medical Science Leadership

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