



Faculty Salary Saving

Daniel Gibson



Agenda

Timeline

Define types of Faculty Savings Initiatives

Process

Jr Faculty Start-up Savings example

Jr Faculty Institutional Support Savings
example



Timeline

Wrapping up the preceding Fiscal Year, ensuring all financial transactions related to faculty are finalized.

Conclude the calculation of Jr Faculty Start-up allocations and distribute them to departments for review and feedback before proceeding with the JE to transfer funds to faculty discretionary accounts.

Submit the journal entry for transferring funds to faculty's discretionary accounts, reflecting the institutional support savings.

July

September

October

November

December

Beginning in September, compile a summary of qualifying Jr Faculty Start-up period data from the G/L.

Complete Institutional Support calculations for eligible Jr Faculty. Review and provide feedback prior to transfer of funds.



Policy Definitions

TENURE-TRACK JR FACULTY START-UP SALARY SAVINGS

- The first 36-months of their initial appointment term.
- To incentivize the new faculty members to seek and obtain external support during the start-up period – and in the process forgo some of the salary support from the School.
- Salary Savings Thresholds:
 - Year 1: 20% of XX FTE annual salary
 - Year 2: 40% of XX FTE annual salary
 - Year 3: 60% of XX FTE annual salary
 - Where "XX" represents the faculty member's FTE at the School
- The School rewards them with a portion of the salary savings as additional discretionary funds.
- Eligibility Period: Savings will be calculated on external funding obtained during the 36-month start-up period.

TENURE-TRACK JR FACULTY INSTITUTIONAL SUPPORT SAVINGS

- Above the required 10% base institutional support & up to 30% of the actual FTE salary plus fringe.
- After the start-up period, typically, beginning in the faculty member's fourth year on the Harvard Chan School faculty until they either achieve tenure or leaves the School.
- 50% of any unused institutional support above the base 10% (including fringe) will be credited to an assessment-free discretionary account within the Dean's funds under the faculty member's root.
- <https://ofs-adm.sph.harvard.edu/general?cb=1455900903>
 - Tenure-Track Faculty Institutional Support Policy

TL All

Prompts

User Role Choice: DTL Tub View

Period To Period	Prior Fiscal Year	Effective Date	Between None - Tub	275 TH Chan School of Public Health	Object Type	None	Fund Category	None	Journal Source	None
Closing Selection	None	Posted Date	Between None - Giga Org	None	Tera Object	None	Fund Type	None	Journal Category	None
Period	None	Transaction Amt	Between None - Mega Org	None	Giga Object	None	Fund	None	Batch Name	None
Fiscal Year	None		Super Org	None	Mega Object	None	Activity Type	None	Consolidating Flag	(All Column Values)
			Org	None	Super Object	None	Activity	None	HUID	None
					Object	6010 Senior Faculty Salaries+Wages, 6020 Junior Faculty Salaries+Wages, 6030 Other Academic Appts Salaries+, 6040 Faculty Summer Salaries+Wages, 6049 Faculty Salaries+Wages NOT in	Subactivity	None		
							Root	None		

Object 6010 Senior Faculty Salaries+Wages, 6020 Junior Faculty Salaries+Wages, 6030 Other Academic Appts Salaries+, 6040 Faculty Summer Salaries+Wages, 6049 Faculty Salaries+Wages NOT in

HUID Name	(Multiple Items)
HUID	(All)
MOVE-OFF	(blank)

Startup Period	
Start Date	End Date
7/1/2019	6/30/2022

Row Labels	Sum of Amount
6020	\$ 130,000
Sponsored	\$ 62,481
2XXXX	\$ 59,069
153185	\$ 4,333
114999	\$ 11,402
115002	\$ 32,500
115007	\$ 7,583
115012	\$ 3,250
2XXXX	\$ 3,412
261400	\$ 3,412
2XXXX	\$ -
261400	\$ -
UD	\$ 67,519
2XXXX	\$ 67,519
10282	\$ 67,519
Grand Total	\$ 130,000

1. Agreement	School Salary Support	100%	A
	Dept. Salary Support	0%	B
	Salary Savings	50%	C
	Savings Threshold	20%	D

2. Salary	Total FY20 Salary	129,999.96	E
	Total Sponsored Support	62,481.19	F
	Sponsored Savings Threshold	25,999.99	G
	Salary paid by HSPH	67,518.77	H = E - F
	Salary to be paid by School per agreement	67,518.77	I = A x H
	Salary to be paid by Dept. per agreement	-	J = B x H

3. Salary Savings	Total Salary Savings due to Faculty	18,240.60	K = (F - G) x C
	Savings to be paid by School per agreement	18,240.60	L = A x K
	Savings to be paid by Dept per agreement	-	M = B x K

4. Savings Payments	Total Payments Due to Faculty	Payments Made via Salary	Remaining Due to Faculty	Fringe Calculation	Total with Fringe
<i>calculation</i>	$Q = (I + L) \text{ or } (J + M)$	$R = N \text{ or } P \text{ (above)}$	$= Q - R$		
School	85,759.37	67,518.77	18,240.60	4,505.43	22,746.03
Dept	-	-	-	-	-
Total	85,759.37	67,518.77	18,240.60	4,614.87	22,746.03

HUID Name	(Multiple Items)
HUID	(All)
MOVE-OFF	(blank)

Startup Period	
Start Date	End Date
1/1/2020	6/30/2024

* End Date - extended because of COVID & FY24 Parental Leave

Row Labels	Sum of Amount	
6020	\$	139,243
Sponsored	\$	66,485
2XXXX	\$	66,485
111509	\$	15,962
259470	\$	1,160
117332	\$	5,269
111527	\$	6,962
259478	\$	9,283
207039	\$	13,924
111531	\$	13,924
UD	\$	72,758
2XXXX	\$	72,758
10282	\$	72,758
Grand Total	\$	139,243

1. Agreement	School Salary Support	50%	A
	Dept. Salary Support	50%	B
	Salary Savings	50%	C
	Savings Threshold	60%	D
2. Salary	Total FY23 Salary	139,243.08	E
	Total Sponsored Support	66,484.60	F
	Sponsored Savings Threshold	83,545.85	G
	Salary paid by HSPH	72,758.48	$H = E - F$
	Salary to be paid by School per agreement	36,379.24	$I = A \times H$
	Salary to be paid by Dept. per agreement	36,379.24	$J = B \times H$
3. Salary Savings	Total Salary Savings due to Faculty	(8,530.62)	$K = (F - G) \times C$
	Savings to be paid by School per agreement	-	$L = A \times K$
	Savings to be paid by Dept per agreement	-	$M = B \times K$

4. Savings Payments	Source	Total Payments Due to Faculty	Payments		Fringe Calculation	Total with Fringe
			Made via Salary	Remaining Due to Faculty		
		$Q = (I + L) \text{ or } (J + M)$	$R = N \text{ or } P \text{ (above)}$	$= Q - R$		
	School			-	-	-
	Dept			-	-	-
	Total	-	-	-	-	-

HUID Name	(Multiple Items)
HUID	(All)
MOVE-OFF	(blank)

Startup Period	
Start Date	End Date
6/1/2019	5/31/2022

Row Labels	Sum of Amount
6020	\$ 125,190
Reserves	\$ 25,038 N
2XXXX	\$ (1,950)
2	\$ (1,950)
2XXXX	\$ 26,988
2	\$ 26,988
Sponsored	\$ 59,281
2XXXX	\$ 11,032
112206	\$ 2,817
2XXXX	\$ 8,216
2XXXX	\$ 14,758
112206	\$ 2,817
2XXXX	\$ 7,042
112582	\$ 4,899
2XXXX	\$ 33,491
205500	\$ 33,491
UD	\$ 40,871 N
2XXXX	\$ (2,086)
10282	\$ (2,086)
2XXXX	\$ 42,957
10282	\$ 42,957
Grand Total	\$ 125,190

1. Agreement	School Salary Support	100%	A
	Dept. Salary Support	0%	B
	Salary Savings	50%	C
	Savings Threshold	22%	D
$=(11/12*0.2)+(1/12*0.4)$			
2. Salary	Total FY20 Salary	125,190	E
	Total Sponsored Support	59,281.48	F
	Sponsored Savings Threshold	27,124.50	G
	Salary paid by HSPH	65,908.52	$H = E - F$
	Salary to be paid by School per agreement	65,908.52	$I = A \times H$
	Salary to be paid by Dept. per agreement	-	$J = B \times H$
	3. Salary Savings	Total Salary Savings due to Faculty	16,078.49
	Savings to be paid by School per agreement	16,078.49	$L = A \times K$
	Savings to be paid by Dept per agreement	-	$M = B \times K$

4. Savings Payments	Source	Payments		Fringe Calculation	Total with Fringe
		Total Payments Due to Faculty	Made via Salary		
	<i>calculation</i>	$Q = (I + L) \text{ or } (J + M)$	$R = N \text{ or } P \text{ (above)}$	$= Q - R$	
	School	81,987.01	65,908.52	16,078.49	20,049.88
	Dept	-	-	-	-
	Total	81,987.01	65,908.52	16,078.49	20,049.88

Snapshot taken on 12/1/22 (as of 6/30/22)

Wasabi - Job Snapshot Report

tenure_trk_cd	(All)
OBJ_CD	6020
Fund_Cd	010299
Act_Cd	566353
Tub_Cd	275



Professor Asst/Asst Chair/Assoc/Assoc Chair

Sum of Annual_FTE_Rt	Org_Cd	Name	FTE	JobTitle	HUID	Root_Cd	Total
SPH^Biostat							
	23590	Lu Junwei	1	Professor Assistant			
		Miller Jeffrey	1	Professor Assistant			
		Mukherjee Rajarshi	1	Professor Assistant			
		Onnela Jukka-Pekka	1	Professor Associate			
SPH^Biostat Total							
SPH^EH^Exp Epi + Risk Prog							
	23520	Adamkiewicz Gary	1	Professor Associate			
		Allen Joseph Gardner	1	Professor Associate			
SPH^EH^Exp Epi + Risk Prog Total							
SPH^EH^JBL Ctr for Rad Sci							
	23533	Nagel Zachary D	1	Professor Assistant			
		Sarosiek Kristopher Andrew	1	Professor Assistant			
SPH^EH^JBL Ctr for Rad Sci Total							
SPH^EH^Mol+IntgrtvPhysSciProg							
	23530	Park Jin-Ah	1	Professor Assistant			
		Silva Bernardo Lemos	1	Professor Associate			
SPH^EH^Mol+IntgrtvPhysSciProg Total							
SPH^Epidem							
	23570	Hanage William P.	1	Professor Associate			
		Liang Liming	1	Professor Associate			
		Song Mingyang	1	Professor Assistant			
SPH^Epidem Total							
SPH^Global Health + Population							
	23695	McConnell Margaret Anne	1	Professor Associate			
		Menzies Nicolas Alan	1	Professor Associate			
		Sudfeld Christopher Robert	1	Professor Associate			
		Verguet Stephane	1	Professor Associate			
		Yousafzai Aisha	1	Professor Associate			
SPH^Global Health + Population Total							
SPH^Hlth Pol+Mgt							
	23640	Atkinson Mariam Krikorian	1	Professor Assistant			
		Barnett Michael Lawrence	1	Professor Assistant			
		Curto Vilsa Eliana	1	Professor Assistant			
		Kerrissey Michaela June	1	Professor Assistant			
		Pandya Ankur	1	Professor Associate			
		Sinaiko Anna Doar	1	Professor Assistant			
SPH^Hlth Pol+Mgt Total							
SPH^Molecular Metabolism							
	23493	Mair William B	1	Professor Associate			
SPH^Molecular Metabolism Total							
SPH^Nutrition							
	23480	Golden Christopher Deweir	1	Professor Assistant			
		Isanaka Sheila	1	Professor Associate			
		Kenney Erica Lauren	1	Professor Assistant			
SPH^Nutrition Total							
Grand Total							

Review to confirm Prof is currently at Univ.

Confirmed w/ HSPH

GONE

Salary Ties

Salary decreased Nov - Jun??

x

Merit Increase - not received

x

SPH^Biostat Total

SPH^EH^Exp Epi + Risk Prog

x

SPH^EH^Exp Epi + Risk Prog Total

x

SPH^EH^JBL Ctr for Rad Sci

x

SPH^EH^JBL Ctr for Rad Sci Total

x

SPH^EH^Mol+IntgrtvPhysSciProg

Left

x

SPH^EH^Mol+IntgrtvPhysSciProg Total

x

SPH^Epidem

x

SPH^Epidem Total

x

SPH^Global Health + Population

x

SPH^Global Health + Population

9/1 - IEQ Internal Equity Adj

SPH^Global Health + Population

x

SPH^Global Health + Population

x

SPH^Global Health + Population

x

SPH^Global Health + Population

x

SPH^Global Health + Population Total

SPH^Hlth Pol+Mgt

DEC - Parental Leave Oct-Nov ((unpaid)LOA - State Fam Med Lv)

SPH^Hlth Pol+Mgt

x

SPH^Hlth Pol+Mgt

x

SPH^Hlth Pol+Mgt

x

SPH^Hlth Pol+Mgt

x

SPH^Hlth Pol+Mgt

Jan-Feb (284822-COVID Supp - State Fam Med Lv)

SPH^Hlth Pol+Mgt Total

SPH^Molecular Metabolism

x

SPH^Molecular Metabolism Total

SPH^Nutrition

x

SPH^Nutrition

x

SPH^Nutrition

x

SPH^Nutrition Total

Grand Total

Prompts

User Role Choice:	DTL Tub View										
Period To Period	Prior Fiscal Year	Effective Date	Between None - None	Tub	275 TH Chan School of Public Health	Object Type	None	Fund Category	None	Journal Source	None
Closing Selection	None	Posted Date	Between None - None	Giga Org	None	Tera Object	None	Fund Type	None	Journal Category	None
Period	None	Transaction Amt	Between None - None	Mega Org	None	Giga Object	None	Fund	None	Batch Name	None
Fiscal Year	None			Super Org	None	Mega Object	None	Activity Type	None	Consolidating Flag	(All Column Values)
				Org	None	Super Object	None	Activity	None	HUID	None
						Object	6020 Junior Faculty Salaries+Wages	Subactivity	None		
								Root	None		

User Role Selection:
Users with multiple roles may

Object 6020 Junior Faculty Salaries+Wages

MOVE-OFF (blank)
 HUID Name

Row Labels	Sum of Amount	
81XXXXXX	\$	145,393
2XXXX	\$	14,539
117129	\$	14,539
294721	\$	14,539
2XXXX	\$	116,315
10289	\$	14,539
566349	\$	14,539
10299	\$	39,256
556332	\$	24,717
566353	\$	14,539 A
117293	\$	33,440
279283	\$	33,440
260533	\$	29,079
279251	\$	29,079
2XXXX	\$	14,539
117164	\$	14,539
292326	\$	14,539
Grand Total	\$	145,393

1. Salary

Total FY22 Salary	\$ 145,393
Institutional	
Salary Support	\$ 14,539 A
% of Salary	10.00%

2. Savings Payment

Savings to be paid by School per agreemen \$ 18,131

Junior Faculty Salary Savings formula : (30% - "% of Salary") x 50% x "Total FY22 Salary" + FY22 Fringe (24.7%)

MOVE-OFF	(blank)
HUID Name	(Multiple Items)

Row Labels	Sum of Amount	
10XXXXX	\$	168,765
2XXXX	\$	16,877
383	\$	16,877
556380	\$	16,877
2XXXX	\$	25,315
112194	\$	25,315
267064	\$	25,315
2XXXX	\$	123,199
10299	\$	48,098
556332	\$	14,345
566353	\$	33,753 A
113155	\$	936
272770	\$	936
323353	\$	74,165
556001	\$	74,165
2XXXX	\$	3,375
10284	\$	3,375
566788	\$	3,375
Grand Total	\$	168,765

1. Salary

Total FY22 Salary	\$ 168,765
Institutional Salary	
Support	\$ 33,753 A
% of Salary	20.00%

2. Savings Payment

Savings to be paid by School per agreement **\$ 10,523**

Junior Faculty Salary Savings formula : (30% - "% of Salary") x 50% x "Total FY22 Salary" + FY22 Fringe (24.7%)

MOVE-OFF	(blank)
HUID Name	(Multiple Items)

Row Labels	Sum of Amount	
5XXXXXX	\$	144,192
2XXXX	\$	139,386
10284	\$	6,993
566324	\$	6,993
10299	\$	73,987
556332	\$	30,641
566353	\$	43,346 A
211552	\$	26,285
292286	\$	26,285
211555	\$	19,226
292294	\$	19,226
211581	\$	2,403
292349	\$	2,403
211629	\$	10,492
292404	\$	10,492
2XXXX	\$	4,806
210870	\$	4,806
292381	\$	4,806
Grand Total	\$	144,192

1. Salary

Total FY22 Salary	\$ 144,192
Institutional Salary	
Support	\$ 43,346 A
% of Salary	30.06%

2. Savings Payment

Savings to be paid by School per agreement \$ -



Balance Type A
 Database FINDB-PROD2.HUIT.HARVARD.EDU.CFINPROD
 Ledger HARVARD UNIVERSITY
 Currency USD

Category * List - Text Adjustment
 Accounting Date * List - Date 10/27/2023
 Group ID Number 49792

Batch Name SPH OFS DWG 49792 Tr FY23 Salary Savings 10.27.23
 Batch Description Tr FY23 Salary Savings from the Dean's Fund to the faculty 10.27.23
 Journal Name SPH OFS DWG 49792 Tr FY23 Salary Savings 10.27.23
 Journal Description Tr FY23 Salary Savings from the Dean's Fund to the faculty 10.27.23

Upl	TUB	ORG	OBJE	FUND	ACTIVT	SUBACTIVITY	ROOT	Debit	Credit	Line Description	Capt	Captured	Info	DFF	Messages
		* List - Text						* Number	* Number	Text	List - T List - Text				
	275	23640	5910	010282	566342	0003				Tr FY23 sal savings from 275.23770.5910.010282.000000.0000.000000					☺
	275	23640	5910	010283	566343		0006			Tr FY23 sal savings from 275.23770.5910.010283.000000.0000.000000					☺
	275	23640	5910	010283	566343			0006		Tr FY23 sal savings from 275.23770.5910.010283.000000.0000.000000					☺
	275	23770	5910	010282	000000			0000		Tr FY23 sal savings to HPM faculty					☺
	275	23770	5910	010283	000000			0000		Tr FY23 other sal savings to HPM faculty					☺
	275	23493	5910	010282	566342			0003		Tr FY23 sal savings from 275.23770.5910.010282.000000.0000.000000					☺
	275	23770	5910	010282	000000			0000		Tr FY23 sal savings to MET faculty					☺
	275	23570	5910	010282	566342			0003		Tr FY23 sal savings from 275.23770.5910.010282.000000.0000.000000					☺
○	275	23570	5910	010282	566342			0003		Tr FY23 sal savings from 275.23770.5910.010282.000000.0000.000000					☺
○	275	23770	5910	010282	000000			0000		Tr FY23 sal savings to EPI faculty					☺
○	275	23600	5910	010282	566342			0003		Tr FY23 sal savings from 275.23770.5910.010282.000000.0000.000000					☺
○	275	23600	5910	010282	566342			0003		Tr FY23 sal savings from 275.23770.5910.010282.000000.0000.000000					☺
○	275	23600	5910	010283	566343			0006		Tr FY23 sal savings from 275.23770.5910.010283.000000.0000.000000					☺
○	275	23770	5910	010282	000000			0000		Tr FY23 sal savings to SBS faculty					☺
○	275	23770	5910	010283	000000			0000		Tr FY23 other sal savings to SBS faculty					☺

Totals:
 Tip: This is not the end of the Template. Unprotect the sheet and insert as many rows as needed.

Activity:
 566342 - Faculty Startup
 566343 - Faculty Agreement

Fund:
 010282 - Faculty Startup - Dean
 010283 - Faculty Agreement

Balance Type
Database
Ledger
Currency

Actual
FINDB-PROD.HUIT.HARVARD.EDU.CFIN
HARVARD UNIVERSITY
USD

Category
Accounting Date
Group ID

* List - Text Adjustment
* List - Date 1/17/2023
Number 49792

Batch Name
Batch Description
Journal Name
Journal Description

SPH OFS DWG 49792 Tr FY22 Institutional Support Salary Savings payment 1.17.23
Tr FY22 Institutional Support Salary Savings payment 1.17.23
SPH OFS DWG 49792 Tr FY22 Institutional Support Salary Savings payment 1.17.23
Tr FY22 Institutional Support Salary Savings payment 1.17.23

Upl	TUB	ORG	OBJECT	FUND	ACTIVITY	SUBACTIVITY	ROOT	Debit	Credit	Line Description	Capt Captured Info DFF	Messages
	* List - Text							* Number	* Number	Text	List - T List - Text	
	275	23570	5910	010283	566343	0006				Tr FY22 institutional support salary savings payment		☺
	275	23570	5910	010283	566343	0006				Tr FY22 institutional support salary savings payment		☺
	275	23570	5910	010283	566343	0006				Tr FY22 institutional support salary savings payment		☺
	275	23770	5910	010283	000000	0000				Tr FY22 institutional support salary savings to EPI faculty		☺
	275	23520	5910	010283	566343	0006				Tr FY22 institutional support salary savings payment		☺
	275	23520	5910	010283	566343	0006				Tr FY22 institutional support salary savings payment		☺
	275	23533	5910	010283	566343	0006				Tr FY22 institutional support salary savings payment		☺
	275	23533	5910	010283	566343	0006				Tr FY22 institutional support salary savings payment		☺
	275	23530	5910	010283	566343	0006				Tr FY22 institutional support salary savings payment		☺
	275	23770	5910	010283	000000	0000				Tr FY22 institutional support salary savings to EH faculty		☺
	275	23590	5910	010283	566343	0006				Tr FY22 institutional support salary savings payment		☺
	275	23590	5910	010283	566343	0006				Tr FY22 institutional support salary savings payment		☺
	275	23590	5910	010283	566343	0006				Tr FY22 institutional support salary savings payment		☺
	275	23590	5910	010283	566343	0006				Tr FY22 institutional support salary savings payment		☺
	275	23770	5910	010283	000000	0000				Tr FY21 institutional support salary savings to BIO faculty		☺
	275	23493	5910	010283	566343	0006				Tr FY22 institutional support salary savings payment		☺
	275	23770	5910	010283	000000	0000				Tr FY22 institutional support salary savings to MET faculty		☺
	275	23480	5910	010283	566343	0006				Tr FY22 institutional support salary savings payment		☺
	275	23480	5910	010283	566343	0006				Tr FY22 institutional support salary savings payment		☺
	275	23480	5910	010283	566343	0006				Tr FY22 institutional support salary savings payment		☺
	275	23480	5910	010283	566343	0006				Tr FY22 institutional support salary savings payment		☺
	275	23770	5910	010283	000000	0000				Tr FY22 institutional support salary savings to NUT faculty		☺
	275	23640	5910	010283	566343	0006				Tr FY22 institutional support salary savings payment		☺
	275	23640	5910	010283	566343	0006				Tr FY22 institutional support salary savings payment		☺
	275	23640	5910	010283	566343	0006				Tr FY22 institutional support salary savings payment		☺
	275	23640	5910	010283	566343	0006				Tr FY22 institutional support salary savings payment		☺
	275	23770	5910	010283	000000	0000				Tr FY22 institutional support salary savings to HPM faculty		☺
	275	23695	5910	010283	566343	0006				Tr FY22 institutional support salary savings payment		☺
	275	23695	5910	010283	566343	0006				Tr FY22 institutional support salary savings payment		☺
	275	23695	5910	010283	566343	0006				Tr FY22 institutional support salary savings payment		☺
	275	23695	5910	010283	566343	0006				Tr FY22 institutional support salary savings payment		☺
	275	23695	5910	010283	566343	0006				Tr FY22 institutional support salary savings payment		☺
	275	23695	5910	010283	566343	0006				Tr FY22 institutional support salary savings payment		☺
	275	23770	5910	010283	000000	0000				Tr FY22 institutional support salary savings to GHP faculty		☺

Totals:
Tip: This is not the end of the Template. Unprotect the sheet and insert as many rows as needed.

Fund:
010283 - Faculty Agreement

Activity:
566343 - Faculty Agreement

Thank You

Daniel Gibson

Dwgibson@hsph.harvard.edu

