

# Salary Structure and Annual Cost of Living Adjustment

The University's agreement on the salary structure and annual cost of living adjustment (COLA) payable to employed faculty members has the following terms:

1. Each faculty member is paid according to the Faculty Compensation Plan introduced in 2007.
  2. The annual salary is subject to Grenada income tax and is paid over a 12-month period.
  3. Each member of faculty holding the rank of Instructor or Lecturer or above, will be eligible to receive an annual performance bonus. Such bonus will be paid on 31st October of the following academic year. To be eligible to receive such performance bonus, a faculty member must be actively employed by the University at the time such bonus payments are made and have fulfilled the stated criteria.
  4. The COLA is determined by the Administration and is incorporated into base salaries.
  5. All increases in faculty base salaries (application of steps) are affected on July 1 each year.
  6. The basic appointment is for a period of 12 months each year with a professional commitment to the University of 10 months, unless otherwise specified.
- clinical instructors, research fellows and teaching fellows, are required to fulfill a professional commitment for a period of 11 months in each 12-month appointment period.
  - Under the guidance and with the approval of their department chair and the assistant dean for curriculum management, each clinical instructor can additionally spend up to 60 hours per month providing extra academic assistance to students. This is performed outside of regular working hours, i.e., evenings and/or weekends, and is reimbursed at a rate of US\$10.00 per hour.

SGU SOM offers US\$300.00 that can be utilized by a clinical instructor a single time only during the duration of their employment with SGU. This money can be used to pay the fee for a board exam, or for an approved professional development activity, to be approved by the assistant dean of basic sciences for curriculum management, such as a conference or online course.

Costs associated with acceptance of a research paper for presentation at an international medical conference will be reimbursed by SOM up to a maximum limit as specified in the current SGU policy on conference attendance, to cover:

- cost of travel
- hotel accommodation
- conference registration

Approval of the course director, chair of the department, and assistant dean of basic sciences must be obtained prior to submission of an abstract, associated conference registration and the making of travel plans by a clinical instructor or teaching fellow.