8.4 Compensation and Benefits

A. Compensation

Salary is set annually, with changes based on merit, performance, department resources, and in accordance with the overall annual salary programs promulgated by the Provost and the School of Medicine. Changes in salary occur annually and are effective for the start of the fiscal year.

The Dean of the School of Medicine (or his or her delegate) approves a Clinician Educator’s salary on recommendation from the department chair in advance of any commitment to the candidate. Salary consists of a base portion and a performance-based incentive portion. Comparability of clinical activity to other faculty should be a factor in setting salaries. Departments should strive for comparable pay for comparable work and should provide clear productivity expectations and measures that are linked to salary and incentives.

If proposed total fixed compensation (base plus any administrative supplement) or total annual incentive equals or exceeds the limits set by the Stanford University Board of Trustees Compensation Committee, advance approval by the Provost and that Committee is required.

If a Clinician Educator is concurrently employed by Stanford University and by the Veterans Affairs Palo Alto Health Care System (“VAPAHS”), the Stanford base salary will be prorated by the University and paid based on the percentage of the Stanford University Medical Center appointment. The VAPAHS will pay the Clinician Educator at its rate for the VAPAHS portion of employment.

B. Benefits

Clinician Educators who meet the eligibility criteria have access to certain Stanford exempt regular staff comprehensive benefits after employment begins, including medical, dental, vision, life and disability insurance, professional development opportunities, retirement plans, and a college tuition grant program for eligible dependents.


The University also provides expert assistance with childcare, elder care and other work and family support. Information is available from the WorkLife Office website, http://www.stanford.edu/dept/worklife/cgi-bin/drupal/.
C. Housing and Relocation

Housing and relocation information and assistance is available regarding rental resources, information on the housing market, cities, neighborhoods, schools, moving vendors, etc. Additional information is available from the School of Medicine’s relocation office, http://med.stanford.edu/relocation.

In recognition of the high cost of living in the Bay Area, the University provides Clinician Educators at the rank of Clinical Assistant Professor or above and meeting certain conditions of appointment with generous housing programs designed to assist in the purchase of a home. Additional information is available from the Stanford University Faculty and Staff Housing Office, http://www.stanford.edu/dept/fsh/CE/.

Housing benefits are available to eligible Clinician Educators at the time of application for such benefits and are subject to eligibility and program guidelines which are subject to change from time to time. Reductions in percent time and/or duration of appointment may affect eligibility for housing benefits.

D. Identification Cards and Privileges

Clinician Educators are eligible for a Stanford University Faculty/Staff machine-readable photo identification card that allows use of Department of Athletics, Physical Education and Recreation and library facilities and services.

Clinician Educators (Affiliated) are eligible for a Courtesy Card that allows use of library facilities and services, including Lane Library borrowing privileges. Off-campus access to online databases requires the appointing Stanford department to sponsor the Clinician Educator (Affiliated) for a base SUNet ID for computing services, as long as the person to be sponsored meets basic eligibility requirements. More information is available at http://www.stanford.edu/dept/as/mais/applications/sponsorship/.


E. SUNetId

The SUNet ID is a unique account name that identifies an individual as a member of the Stanford community, with access to the Stanford University Network of computing resources and services. The SUNet ID is a permanent and visible part of the individual’s Stanford identity. More information is available at http://accounts.stanford.edu/.