

Baylor College of Medicine Faculty Appointments and Promotions Institutional Guidelines

B. PAY STATUS

There are three classes of pay status: **salaried**, **hourly** and **unpaid** through the College.

Full-time appointments include faculty who are **salaried** or those who are **paid through an Affiliated Institution** and make full time efforts toward the College. A person who is employed by the VAMC, for example, usually holds a Full-time, unpaid appointment with the College. A Full-time appointment cannot be paid hourly.

Part-time appointments include those for faculty member who are **salaried** on the basis of a percentage of an annual salary, or are **paid hourly**. If a faculty member is paid primarily by an Affiliated Institution with a minor salary source from Baylor, the person holds a Part-time, salaried appointment with the College. If the person is a Part-time employee of an Affiliated Institution and a Part-time employee of the College, the designation is a Part-time, salaried appointment. A Part-time, hourly designation is also possible.

Those with **Voluntary appointments** receiving no payment through either the College or any of its Affiliated Institutions have a pay status of **unpaid** through the College."