Department of Medicine Faculty Meeting
Tuesday, March 25, 2014

Announcements
DOM Residency Match Results
Update from Finance Committee
Update on DRAFT AY 15 Budget and Faculty Compensation Plan
Announcements

- eMERGE (EPIC) on schedule for go-live May 24, 2014
- Patient Keeper ebilling system will continue to be used after eMERGE go live
- Faculty should sign up for eMERGE training sessions
- Suggestions sought for Evans Days Speakers (Ingelfinger and Wilkins) October 16, 17, 2014
Announcements (con’t)

• Dr. Lisa Caruso leading a group to review and standardize our approach to APRN salaries
• Vice Chair Research candidates to be interviewed shortly
• BMC leadership has agree to provide financial support for bridging the ACTU for two years
• General Medicine ward attending requests should be completed and forwarded to Nellie Taggart by March 28, 2014
• Maureen O’Sullivan starting as Director of Finance for the DOM in April
• Liz Wilson starting as Director of Research Administration April 1
• Search underway for Budget Director
## January YTD Financials

<table>
<thead>
<tr>
<th>Account Name</th>
<th>Actual</th>
<th>Budget</th>
<th>Variance to Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Operating Revenue</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Net Patient Service Revenue</td>
<td>20,021,450</td>
<td>$21,024,643</td>
<td>$(1,003,193) (5%)</td>
</tr>
<tr>
<td>BMC Institutional Support</td>
<td>13,970,213</td>
<td>13,970,215</td>
<td>(2) (0%)</td>
</tr>
<tr>
<td>Free Care</td>
<td>1,248,292</td>
<td>1,131,620</td>
<td>116,672 (10%)</td>
</tr>
<tr>
<td>BU Support</td>
<td>7,677,975</td>
<td>6,902,146</td>
<td>775,829 (11%)</td>
</tr>
<tr>
<td>Research Support</td>
<td>531,338</td>
<td>630,354</td>
<td>(99,016) (16%)</td>
</tr>
<tr>
<td>Other Revenue</td>
<td>24,951,425</td>
<td>23,202,911</td>
<td>1,748,514 (8%)</td>
</tr>
<tr>
<td><strong>Total Operating Revenues</strong></td>
<td>68,400,693</td>
<td>66,861,889</td>
<td>1,538,804 (2%)</td>
</tr>
<tr>
<td><strong>Operation Expenses</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Physician Salaries &amp; Fringe</td>
<td>45,985,554</td>
<td>44,644,278</td>
<td>(1,341,276) (3%)</td>
</tr>
<tr>
<td>Support Staff Salaries &amp; Fringe</td>
<td>14,279,793</td>
<td>13,518,825</td>
<td>(760,968) (6%)</td>
</tr>
<tr>
<td>Other Outside Services</td>
<td>1,783,582</td>
<td>1,585,433</td>
<td>(198,149) (12%)</td>
</tr>
<tr>
<td>Supplies, Utilities, Facilities</td>
<td>588,275</td>
<td>257,466</td>
<td>(330,809) (128%)</td>
</tr>
<tr>
<td>Other Expense</td>
<td>2,765,437</td>
<td>3,125,244</td>
<td>359,807 (12%)</td>
</tr>
<tr>
<td>Depreciation and Amortization</td>
<td>564,759</td>
<td>552,971</td>
<td>(11,788) (2%)</td>
</tr>
<tr>
<td>Insurance</td>
<td>794,537</td>
<td>808,143</td>
<td>13,606 (2%)</td>
</tr>
<tr>
<td>Bad Debt Expense</td>
<td>1,321,665</td>
<td>1,700,902</td>
<td>379,237 (22%)</td>
</tr>
<tr>
<td><strong>Total Operating Expenses</strong></td>
<td>68,083,600</td>
<td>66,193,262</td>
<td>(1,890,338) (3%)</td>
</tr>
<tr>
<td><strong>Income (Loss) From Operations</strong></td>
<td>317,093</td>
<td>668,627</td>
<td>(351,534) (53%)</td>
</tr>
<tr>
<td><strong>Non Operating Gains (Losses)</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Investment Income</td>
<td>1,803,506</td>
<td>281,165</td>
<td>1,522,341 (541%)</td>
</tr>
<tr>
<td><strong>Total Non Operating Gains</strong></td>
<td>1,803,506</td>
<td>281,165</td>
<td>1,522,341 (541%)</td>
</tr>
<tr>
<td><strong>Net Gain (Loss)</strong></td>
<td>$2,120,599</td>
<td>$949,792</td>
<td>$1,170,807 (123%)</td>
</tr>
</tbody>
</table>
Academy for Faculty Advancement

• Structured 9-month career development program for instructors and assistant professors across BUMC

• Program Components:
  – Academic project and mentor
  – Professional development curriculum
  – Peer & senior mentoring

• Application deadline is March 31, 2014

• http://www.bumc.bu.edu/facdev-medicine/facdevprograms/application-2/
Faculty Development Seminars

• **Navigating Your Career Using Research Networking and Analytic Tools**
  – Christopher Shanahan
  – Tuesday, April 1\textsuperscript{st} from 12-1pm in Wilkins

• **Beyond PowerPoint: How to rewrite your talk using creative teaching strategies**
  – Robert Lowe
  – Tuesday, April 15\textsuperscript{th} from 12-1pm in Wilkins

• **Faculty Flexibility Policies at BUSM**
  – Emelia Benjamin and Robina Bhasin
  – Monday, April 28\textsuperscript{th} from 12-1pm in Wilkins
DOM Networking Dinners

• Under-Represented Minorities & Allies Dinner
  – Tuesday, April 1st from 6:30 to 8:30

• Investigators’ Dinner
  – Wednesday, April 30th from 6:30 to 8:30

Enjoy good food and meaningful discussion with your DOM colleagues.
  – Emelia Benjamin’s home in Brookline
  – RSVP to Robina Bhasin at rbhasin@bu.edu
DOM Grand Rounds

March 28th, 2014 Mark Moskowitz Professor
Russell S. Phillips, MD, William Applebaum Professor of Medicine
Harvard Medical School
“Transforming Practice and Education in the Academic Health Center”

April 4th, 2014 Philip Kramer Visiting Professor
Eamonn Quigley, MD
Topic – TBD

April 11th, 2014 Beldon Idleson Memorial Lecture
Joseph V. Bonventre, MD, PhD
Samuel A. Levine Professor of Medicine
Harvard Medical School
Topic TBD

April 18th, 2014 Gary Garber Memorial Lecture
Pat O’Gara, MD
Professor of Medicine
Harvard Medical School
Topic TBD
# AY15 Endowment Budget - Draft

<table>
<thead>
<tr>
<th>AY15 Endowment</th>
<th>$5,653,965</th>
</tr>
</thead>
<tbody>
<tr>
<td>Budgeted Expenses*</td>
<td>$6,764,474</td>
</tr>
<tr>
<td><strong>Under/(Over)spent</strong></td>
<td><strong>($1,110,509)</strong></td>
</tr>
</tbody>
</table>

* Details:
  - Non-continuance salary shortfall $1,159,831
  - Existing recruitment 1,070,795
  - ARCs 789,119
  - New K, T32, Junior, >95%, Pilots 622,000
  - Cores 533,330
  - Existing Scholar & Junior Awards 482,582
  - Vice Chair of Research 460,481
  - Translational Epi 442,071
  - DOM Research Operating Funds 416,797
  - Central research admin 312,270
  - Bridge funding 300,000
  - Graduate Program 125,198
  - Evans Day 50,000
Draft AY15 Compensation Plan

• Research faculty – same as AY 14
  – To do about salary over the cap?
  – How to bridge faculty?

• Clinical faculty
  – How to generate positive incentive for increased productivity?
  – SC’s set targets for individuals and non-wRVU based determinants of incentive payments?
  – How to close the salary gap between existing salaries and AAMC median?
  – COL increase?
  – Should targets be higher for higher salaried individuals?
  – Should section wRVU targets go down in AY 15 if shortfall increasing?
  – Exclusion criteria for incentive payments?