

Department of Medicine  
Faculty Meeting  
May 27, 2014

Announcements

Epic Update

Incentive Plan AY 2015

New Promotion Pathway for Clinicians

# Announcements

**Pew Scholar in Biomedical Sciences** - Assistant Professors appointed since July 2011; internal deadline June 16, 2014

**David Seldin, M.D., Ph.D.** to be appointed Skinner Professor for Research in Amyloidosis, ceremony June 12, 2014 from 12:30-2:30 pm in Hiebert Lounge

**Senior Residents' Dinner**, June 11 at 6 pm, Boston Marriott Long Wharf 296 State Street

**DOM Clinical Excellence Award** has been established-nominations to be sought soon

# Faculty Grants

- **Education Pilot Grants**

- Open to all clinician and scientist educators
- Application deadline is June 16<sup>th</sup>
- <http://www.bumc.bu.edu/facdev-medicine/grants/education-pilot-grants/>

- **Faculty Development & Diversity Grants**

- Open to ALL DOM FACULTY at all levels seeking to further their professional development
- Next deadline is July 15<sup>th</sup>
- <http://www.bumc.bu.edu/facdev-medicine/grants/>

# AAMC Faculty Forward Engagement Survey

- Survey benchmarks our faculty engagement levels with peer institutions
- Provides actionable data for us to evaluate and enhance faculty vitality
- Opportunity to confidentially share views and ideas for change
- **Survey launch will be in mid-June 2014**

# Clinician Promotion Pathway

Targeted at faculty with 70% or more clinical (plus administrative) effort

Employed by the FPF or VA

Promotion in recognition of Professionalism, Clinical Excellence, Productivity, Professional Service, Teaching and Administrative achievement.

Scholarship not required but encouraged, will be required at the Professorial rank

National service/recognition required at the Professorial rank

# Clinician Pathway Evaluation Process

1. Professionalism – six evaluators (most from outside section) affirm qualities of professionalism;
2. Clinical Excellence, Productivity, and Service-faculty member ranked relative to peers by evaluators, relative performance data in chair's letter.
3. Teaching skills – evaluations, invited presentations;
4. Professional service – to be described in chair's letter
5. Scholarship – CV and chair's letter

# Proposed Incentive Plan AY 15

Sections have wRVU targets based on 12-13 UHC benchmark, discount for new faculty

SC's set targets for individual faculty

## Section Incentive

- Fixed: \$100,000 pool distributed from DOM to sections
- Variable: Sections with positive operating margin can distribute up to 40% of margin NTE \$200,000

# DRAFT Incentive Plan (con't)

Distribution w/in sections will be based on wRVU and non-wRVU-based metrics that will be described prospectively

Ineligible for incentive if:

- <45 weekly sessions
- <0.2 cFTE
- Individual wRVU target not reached
- Non compliance with meaningful use requirements
- Four weeks on Logician Red list
- Clinic cancellation rate w/in 30 d>3% or w/in 90 d>5%

Disincentives (similar to AY 14 except exclusion of financial performance):

- 90-100% wRVU target-ineligible for COL/incentive
- <90% wRVU target, salary reduced in following year unless section meets wRVU target, w/in first two years of appointment, or <25<sup>th</sup> percentile AAMC salary benchmark