Department of Medicine
Faculty Meeting
June 25, 2012

Announcements
PA Program Update
Budget Update
Announcements

Update on Searches
Residents Eligible to help BMC obtain Meaningful Use Funds

Dr. Henri Lee has assumed the position of Director, Hospital Medicine Unit

Farewell to Dr. Mark Klempner, Wednesday June 27, 2012, 5-6:30 pm, Wilkins Board Room

Farewell to Dr. Peter Cahn, Friday, June 29, 2012 4-6 pm, Estragon Tapas Bar, 700 Harrison Avenue
Announcements (con’t)

**Access** to outpatient clinics still lagging behind goal of 80% within two weeks

**Evans Centennial Celebration, Fri/Saturday, October 5 and 6, 2012**

Speakers on Friday afternoon, October 5 and all day Saturday

Poster Session on Saturday, October 6

Evans Dinner, Saturday, October 6

Please mark your calendars
Education Update

Rachel Simmons, M.D., new Associate Program Director starts August 1, 2012

ACGME Site Visit for Residency Training Program, Tuesday, July 18, 2012

New Interns start today

New Evans Educators to be announced soon
Faculty Development and Diversity

- **Faculty Friday Social**
  - Friday, June 29, 2012
  - 4:00 to 6:00 p.m.
  - Estragon, 700 Harrison Avenue

- **Faculty Development Grants**
  - Due Friday, July 13, 2012

- **Conversation with Shane Snowdon**
  - Director of UCSF’s Center for LGBT Health and Equity
  - Monday, July 30, 2012
  - 4:00 to 5:30 p.m.
  - Wilkins Board Room
2012 Pilot Award Recipients
(DOM, CTSI, CNN)

Little, Frederic
Murabito, Joanne
Istfan, Nawfal
Lewis, Cara
Mann, Devin
Coviello, Andrea
Ai, Xinbin

Miller, Edward
Stepp, Cara
Faller, Douglas
Lee, Mi-Jeong
Quinton, Lee
Kirsch, Kathrin
Cruikshank, William
Budget Update AY 2013

Overall Departmental Budget for AY ’13 should breakeven provided:

– FPP and non-FPP faculty salaries held flat except for equity, promotions
– Modest increase in collections
– Assessment of profitable sections (40% of first 250K; 30% of next 250K) – hope to yield a salary incentive pool
– BMC Pros results in lower billing fee from SPI

Increase in Evans Endowment payout to 7% of five year market average approved by Evans Board
Funding of major research initiatives will continue but no Evans Junior Faculty Research or Evans Scholar Awards
Budget Update
AY 2013

CARTS allocation method resulted in slight increase in DOM funding for AY 13 relative to AY 12
Ultimately based on agreement to a dollar figure rather than formula
Increase in funding of Residency and Fellowship Programs
Clinical and Administrative funding to flex based on volume but unclear how it will be administered in AY 13
Sections have opportunity to finish with positive fund balance- will be taxed by the DOM to create incentive pool and indemnify deficit sections
CARTS Negotiations with BMC

**Strengths**
Transparent, understandable, formula-driven
Reliance on wRVU’s rather than clinical collections c/w organizational mission
Clinical, Administrative, and Research allocations fluctuate based on performance in AY 14
Clinical allocation provides potential incentive for enhancing volume and productivity in AY 14
Transactions governed, where possible, by national and regional productivity and salary benchmarks
Provides common set of financial rules across the FPF

**Limitations**
Requires cross subsidy across the Practices (model isn’t perfect!)
Does not link funds distribution to qualitative performance or volume in AY 13
Provisions do not fully recognize the complexities of the clinical practice wRVU’s and revenue may not always correlate
wRVU Target Methodology

Each Target wRVU achieved by the section generates funds equivalent to the median Associate Professor Salary/Fringe plus MP premium

Target calculated based on sum of 2009 + 2010 + (2 x 2011) benchmarks

wRVU targets for individual faculty set by the section chiefs

wRVU targets for NP’s set to break even financially for each section after BMC contribution for services and 15% supplement to NPSR by DOM
Consequences of Failing to Reach wRVU Targets

Faculty with wRVU’s between 95% and 100% of the applicable wRVU target at the end of the year will be ineligible for:

- Cost of Living salary increases in the following academic year;
- Incentive payments;

Faculty with wRVU’s below 95% of their assigned target will be subject to salary reduction in the following academic year:

- 2% per 1% below 95% of wRVU target (NTE 20%)

Faculty subjected to salary reduction can restore full base salary by the start of the following academic year by increasing wRVU’s to an amount over target equivalent to the deficit from the prior year;
Proposed Salary Reductions for Failing to Achieve wRVU Targets **WILL NOT**

- Exceed 20% of total compensation;
- Apply to faculty in the first year of their appointment;
- Be applied if the section has a budget surplus at the end of the year;
- Be fully executed for faculty at or below the 25th AAMC northeast salary benchmark by specialty