Department of Medicine Faculty Meeting April 28, 2015

Announcements

BMC Tufts Merger Update

Research Faculty Compensation

Clinical Faculty Compensation

Announcements

- Epic Go Live in 9 days – unsigned Logician notes will not be carried over into Epic
- Suggestions for the Ingelfinger and Wilkins Visiting Professors are sought
- Evans Days October 15 and 16
- Update on Searches
  - Geriatrics
  - Translational Epidemiology Center
  - Metabolism Director
  - Implementation and Improvement Science Director

Budget Update

- AY 16 Operating Budget being completed this week
- Trending towards close to breakeven in the Operating Budget
- COLA 3% and other salary increases (e.g., equity, promotion, etc) in the operating budget
- AY 15 performance YTD is ahead of budget, includes incentive payments

Faculty Development Seminars

- **Navigating the IRB for Education Research**
  - Mary-Tara Roth, Director, Clinical Research Resources Office, BUSM
  - Monday, May 11th from 12-1pm in Wilkins

- **Turning Education into Scholarship**
  - Kitt Shaffer & Sharon Levine
  - Monday, May 18th from 12-1pm in Wilkins

- **CV Boot Camp**
  - Have your CV reviewed by members of the A&P Committee
  - Monday, June 1st from 12-1pm (email rbhasin@bu.edu if you'd like to participate)

DOM Networking Dinners

- **Under-Represented Minorities & Allies Faculty Dinner**
  - April 30th from 6:30 to 8:30
- **Investigators Dinner**
  - May 27th 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

2015-16 Academy for Faculty Advancement DOM Participants

- Ambili Ramachandran
- Elizabeth Hutton
- Joanna D'Afflitti
- Julia Xu
- Markus Bachschmid
- Patrick Fleming
- Rebecca Mishuris
- Rivka Ayalon

CONGRATULATIONS!

BMC Tufts Merger Update

Research Faculty Compensation

- Section Chiefs and DOM leadership reviewed recommendations of Finance Committee
- Proposal (creation of committee to review/model the following):
  - Creation of New Appointments committee to review internal hires of research faculty
    - Financial plan
    - Mentoring plan
    - Individual development plan
    - Delineation of expectations
  - More robust delineation of expectations
  - Review of lowering 85% salary support threshold
  - Consider flex of salary depending on grant support with up- and down-side elements

Clinical Faculty Compensation

- Retain wRVU targets and productivity expectations
- Develop further non-wRVU based measures of productivity
- Make determinants of Incentive plan explicit and prospective
- COLA will be implemented in AY 16 (3%)
- Move towards de-linking compensation to rank