October 8, 2019

**Executive Summary of AY 20 Clinical Faculty Compensation Plan**

1. Modest changes in the AY 19 plan were made in response to suggestions from faculty to improve objectivity, fairness, accountability, equity, and transparency;
2. Goals of the plan are to recognize billable and non-billable work by the faculty, improve clinic access, meet the department’s quality goals, and to ensure timely completion of medical records and evaluations of trainees;
3. Section chiefs are responsible for setting individual faculty wRVU targets (or panel size targets in primary care) and non-billable work recognized in the section incentive plans;
4. Bonus pool will be created from operating income of section and department to the extent possible;
5. Faculty who do not meet their respective wRVU targets will have an additional year “grace period” to achieve 90% or more of their assigned wRVU target before any sanctions are enacted;
6. In the plan for AY 20, faculty will no longer have to make up wRVU’s below their target for the following academic year;
7. Salary reductions for failing to meet wRVU targets will not be enacted if the faculty member’s section reaches the section’s modified budgeted wRVU target;
8. Faculty will be eligible for bonus payments related to billable (wRVU) activities only if they achieve the assigned wRVU target;
9. Faculty will be eligible for bonus payments related to non-billable activities only if they achieve 90% or more of the assigned wRVU target;
10. As in the plan for AY 19, faculty who fail to achieve 45 half-day sessions per weekly assigned session in AY 20 will need to add sessions in AY 21 to compensate for the cancelled sessions;
11. Faculty assigned three or more weekly clinic sessions may reduce their 45 half-day session requirement to two weekly sessions for the number of weeks as inpatient attending;
12. Faculty assigned to work four or more half days per week in the procedure units may reduce their 45 half day session requirement to three weekly session for the number of weeks as inpatient attending;
13. Clinic sessions that conflict with inpatient responsibilities can be scheduled before, during, or after the inpatient rotations;
14. Morning clinic sessions should be avoided and afternoon sessions should not exceed two sessions per week while serving as inpatient ward attending;
15. Mitigating circumstances will be considered prior to determining ineligibility for bonus payments or adverse financial actions for faculty.