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 11\textsuperscript{th} from 12-1pm in Wilkins

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

• **CV Boot Camp**
  • Have your CV reviewed by members of the A&P Committee
  • Monday, June 1\textsuperscript{st} from 12-1pm (email rbhasin@bu.edu if you’d like to participate)
DOM Networking Dinners

• **Under-Represented Minorities & Allies Faculty Dinner**
  • April 30\(^{th}\) from 6:30 to 8:30

• **Investigators Dinner**
  • May 27\(^{th}\) 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