

## WILMER CLINICAL FACULTY COMPENSATION

### Base Salary:

1. Determined at time of hiring based upon specialty area, training, seniority, equity.
2. 100% clinical salary equates to four clinical days (clinic or OR). In some instances, division/satellite chief may make alternative agreement. These are to be in writing, with the Director copied.
3. Eligibility for annual increases in base salary for faculty members
  - a. Maximal increase determined by dean's office
  - b. Faculty member eligible for 50% of maximal increase if individual P&L shows faculty member covering his/her costs
  - c. Faculty member eligible for 50% of maximal increase if divisional/satellite P&L shows positive margin
  - d. Recognition for improved performance depending upon availability of funds.
4. Eligibility for annual increases for division/satellite chiefs
  - a. Maximal increase determined by dean's office
  - b. Chief eligible for 50% of maximal increase if divisional P&L shows positive margin
  - c. Chief eligible for 50% of maximal increase if overall Wilmer practice shows positive margin
  - d. Recognition for improved performance depending upon availability of funds

### Performance Supplement:

1. 60% of divisional/satellite margin to be allocated to division for support of division (supplements, new equipment, "rainy day" fund)
2. Division/satellite chief to recommend allocation of performance supplements based upon faculty contribution to overall surplus, academic contributions, recognition of improved/outstanding

performance, “citizenship”. Recommendation to be reviewed by Director.

Departmental Fund:

1. 40% of divisional/satellite surplus (after covering deficits) to reward improved performance, academic contributions, new faculty/programs, overall needs
2. Requires that divisional/satellite/faculty deficits be eliminated/substantially reduces.