

ONCOLOGY FACULTY PERFORMANCE SUPPLEMENT PLAN

August 25, 2009

GOALS

- To supplement faculty salaries based upon measurable academic and clinical effort
- To create a clearly defined and transparent set of criteria for determining an annual faculty supplement
- To create a budget process that will provide a specified annual supplement

INCENTIVE PLAN

Guiding Principles

- The department must be profitable before any bonuses can be distributed. Profitability is defined as surplus in the clinical practice at the end of each FY combined with the projected surplus in the JHH Contribution margin fund. Funds up to 10% of the balance in the JHH Oncology Functional Unit contribution margin fund will be budgeted in the current fiscal year to be added to the pool. Because these funds must be budgeted, the amount will be determined by the balance at the end of the prior fiscal year.
- The Department is a cohesive unit and all activities contribute to the overall benefit of the Department. The overall contribution of each Division and Program is inter-related, and cannot be measured solely on a fiscal basis. As a result, the incentive program is approached from a departmental perspective. Generally, this plan is intended for full-time faculty at the Assistant Professor level or above. At the Director's discretion, there may be distribution of supplements to faculty in other ranks, based on the faculty member's outstanding contribution to the mission.
- As long as the base salaries of our clinicians are below the national benchmarks while the Ph.D. basic researchers are at the 50th percentile, 50% of the incentive fund pool will be used for clinical incentives and 50% for other academic incentives. Clinicians will earn points for clinical activity that basic researchers will not earn.

DISTRIBUTION METHODOLOGY

- At the end of the fiscal year, surplus funds will be made available for distribution to the fund. We anticipate surplus funds will include clinical practice surplus, JHH incentive funds, and Center discretionary funds which will be budgeted to provide supplements. Since we are in a transition year, the exact distribution is indeterminate.
- The goal is to achieve together a surplus amount of between \$600,000 and \$800,000 per year.

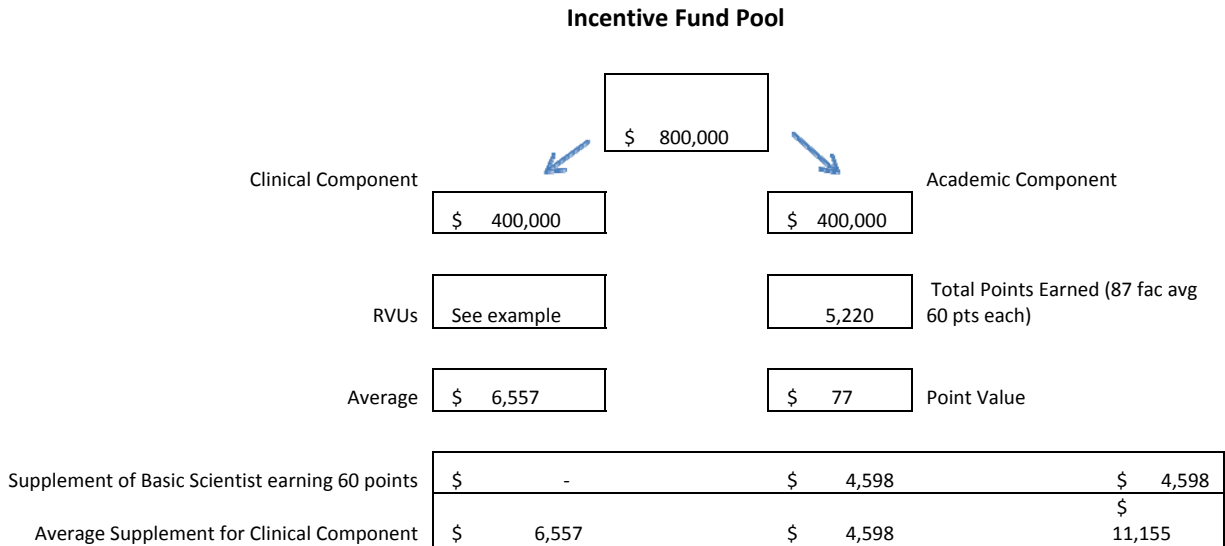
The Plan

The plan will be based on two components-academic and clinical

- 50% of the pool of funds will be distributed for clinical contribution (clinical faculty eligible)
 - (criteria attached)
- 50% of the points can be earned for academic contribution (all faculty eligible)
 - (criteria attached)

Process: Each year the divisions and programs will submit the points earned for each faculty member based on the established academic criteria. The annual surplus available for the clinical incentive component (50%) of the program will be distributed based on total RVUs (see example). The annual surplus available for the academic incentive component (50%) will be divided by the total points earned to establish an academic point value. Each faculty member's supplement will be computed based on points earned times point value. Faculty may elect to have all or a portion of the amount of their supplement deposited to a discretionary account rather than as supplemental pay.

The example below displays this concept.



Proposed Annual Faculty Incentive Plan - Academic

All Department of Oncology faculty at the level of Assistant Professor and above can participate. Half of the bonus pool will be used for academic incentives. 50 points are required to participate, 100 possible points will generate the maximum bonus, and 50 - 100 points will generate proportional bonuses. In FY10, faculty must swipe into conferences and faculty meetings in order to earn points in these categories.

Objective components

Education	Max 25 points
Attend a minimum of 25 total from the following:	10 points
-Grand Rounds/M&M/Visiting Prof Lectures/ Translational Research Conference/4 th Quarter Course/ Journal Club	
Mentor/Thesis Committee/Oral Committee for at least one fellow or graduate student	5 points
At least one of following:	10 points
-Interview 2 or more fellowship/graduate student candidates	
-Grand rounds presentation	
-Institutional graduate or medical school course teaching	
-Teaching award	
Academics	Max 55 points
Funding at least 85% of salary from any mechanism	15 points
PI or co-PI on at least one active peer-reviewed grant (NCI definition), NCI funded Core, T32 Training Grant, or K-Award	10 points
Authorship on accepted peer-reviewed papers (electronic publication date between July 1 and June 30 qualifies)	10 points maximum
-5 points for first, last or corresponding authorship	
-2 points for any position authorship	
Submit at least 1 RO1-type or K-type grant (PI or co-PI)	10 points
At least one of following:	10 points
-Open or complete a Clinical Trial (PI or biostatistician)	
-First or last author abstract at national meeting	
-Publication of first/last author book chapter	
-National grant review study section participant	
-National/CME meeting organizer	
-National/international research award	
-Patent application	
Administrative	Max 20 points
Membership on one departmental or institutional committee (e.g., IRB, CRO, QI, fellowship, etc.) or Core Resource Director	10 points
At least 50% attendance at departmental faculty meetings	5 points
At least one of the following:	5 points
-Chair of one departmental or institutional committee	
-Member, national/international committee	
-Coordinate departmental/programmatic research conference	
-Leader/coordinator of student (medical, graduate) course	
-Member, national/international editorial board	

Proposed Annual Faculty Incentive Plan - Clinical

Performance-based compensation will be based on the annual clinical RVUs* generated for each individual faculty member at the levels of Assistant Professor and above. Faculty from other departments who generate RVUs in Oncology will also be eligible to participate. In addition, the following criteria also apply:

1. Academic - a faculty member must support 75% of his/her salary by any mechanism to be eligible for 100% bonus. Supporting less than 75% of a faculty member's salary will generate a proportional reduction in the clinical bonus equal to the fraction of 75% that is funded (e.g., 50% salary support will generate 2/3's of the maximum bonus).
2. Clinical - Clinical - a faculty member must meet the following clinical compliance indicators for 85% of the cases evaluated to be eligible for a clinical bonus.
 - Billing must be completed within 14 days of the patient encounter.
 - Notes must be dictated and signed within 30 days of the patient encounter.
3. Participation in and successful completion of all JHM mandated web-based and unit based training on clinical documentation, and clinical, Joint Commission and HIPAA compliance.

Evaluation for eligibility will occur during the annual review by the clinical lead of your division.

*Medical Oncology - 75 RVUs will be applied for a consult service attending week; Hematologic Malignancies - 175 RVUs will be applied for an IPOP attending week

Money in the Pot 400,000.0 RVU 4.0 Adjusted RVU 4.1

Providers	Actual Clinical Work RVUs	Bonus	% Salary Support	Adjusted RVU	Adjusted Bonus	Difference
FACULTY 1	3,771.0	15,065.3	0.75	3,771.0	15,310.1	244.7
FACULTY 2	3,659.0	14,617.9	0.75	3,659.0	14,855.4	237.5
FACULTY 3	3,607.0	14,410.1	0.75	3,607.0	14,644.2	234.1
FACULTY 4	3,561.0	14,226.4	0.75	3,561.0	14,457.5	231.1
FACULTY 5	3,516.0	14,046.6	0.75	3,516.0	14,274.8	228.2
FACULTY 6	3,176.0	12,688.3	0.477	2,019.9	8,200.8	(4,487.4)
FACULTY 7	3,027.0	12,093.0	0.75	3,027.0	12,289.5	196.5
FACULTY 8	2,995.0	11,965.2	0.75	2,995.0	12,159.6	194.4
FACULTY 9	2,809.0	11,222.1	0.75	2,809.0	11,404.4	182.3
FACULTY 10	2,800.0	11,186.1	0.75	2,800.0	11,367.9	181.7
FACULTY 11	2,780.0	11,106.2	0.72	2,668.8	10,835.2	(271.0)
FACULTY 12	2,760.0	11,026.3	0.75	2,760.0	11,205.5	179.1
FACULTY 13	2,567.0	10,255.3	0.75	2,567.0	10,421.9	166.6
FACULTY 14	2,306.0	9,212.6	0.75	2,306.0	9,362.2	149.7
FACULTY 15	2,280.0	9,108.7	0.75	2,280.0	9,256.7	148.0
FACULTY 16	2,187.0	8,737.2	0.75	2,187.0	8,879.1	141.9
FACULTY 17	2,183.0	8,721.2	0.75	2,183.0	8,862.9	141.7
FACULTY 18	2,128.0	8,501.5	0.75	2,128.0	8,639.6	138.1
FACULTY 19	2,049.0	8,185.9	0.75	2,049.0	8,318.8	133.0
FACULTY 20	2,030.0	8,110.0	0.75	2,030.0	8,241.7	131.8
FACULTY 21	1,953.0	7,802.3	0.75	1,953.0	7,929.1	126.8
FACULTY 22	1,901.0	7,594.6	0.75	1,901.0	7,718.0	123.4
FACULTY 23	1,856.0	7,414.8	0.75	1,856.0	7,535.3	120.5
FACULTY 24	1,744.0	6,967.4	0.75	1,744.0	7,080.6	113.2
FACULTY 25	1,682.0	6,719.7	0.75	1,682.0	6,828.8	109.2
FACULTY 26	1,626.0	6,496.0	0.708	1,534.9	6,231.8	(264.2)
FACULTY 27	1,604.0	6,408.1	0.75	1,604.0	6,512.2	104.1
FACULTY 28	1,595.0	6,372.1	0.75	1,595.0	6,475.6	103.5
FACULTY 29	1,573.0	6,284.2	0.75	1,573.0	6,386.3	102.1
FACULTY 30	1,545.0	6,172.4	0.75	1,545.0	6,272.6	100.3
FACULTY 31	1,540.0	6,152.4	0.75	1,540.0	6,252.3	100.0
FACULTY 32	1,524.0	6,088.5	0.75	1,524.0	6,187.4	98.9
FACULTY 33	1,515.0	6,052.5	0.75	1,515.0	6,150.8	98.3
FACULTY 34	1,460.0	5,832.8	0.75	1,460.0	5,927.5	94.8
FACULTY 35	1,459.0	5,828.8	0.75	1,459.0	5,923.5	94.7
FACULTY 36	1,356.0	5,417.3	0.616	1,113.7	4,521.7	(895.6)
FACULTY 37	1,317.0	5,261.5	0.75	1,317.0	5,347.0	85.5
FACULTY 38	1,316.0	5,257.5	0.75	1,316.0	5,342.9	85.4
FACULTY 39	1,267.0	5,061.7	0.75	1,267.0	5,144.0	82.2
FACULTY 40	1,265.0	5,053.7	0.75	1,265.0	5,135.8	82.1
FACULTY 41	1,234.0	4,929.9	0.75	1,234.0	5,010.0	80.1
FACULTY 42	1,179.0	4,710.2	0.75	1,179.0	4,786.7	76.5
FACULTY 43	1,117.5	4,464.5	0.75	1,117.5	4,537.0	72.5
FACULTY 44	1,092.0	4,362.6	0.75	1,092.0	4,433.5	70.9
FACULTY 45	1,023.0	4,086.9	0.75	1,023.0	4,153.3	66.4
FACULTY 46	899.0	3,591.5	0.75	899.0	3,649.9	58.3
FACULTY 47	634.0	2,532.9	0.75	634.0	2,574.0	41.1
FACULTY 48	620.0	2,476.9	0.75	620.0	2,517.2	40.2
FACULTY 49	615.0	2,457.0	0.75	615.0	2,496.9	39.9
FACULTY 50	551.0	2,201.3	0.75	551.0	2,237.0	35.8
FACULTY 51	523.0	2,089.4	0.75	523.0	2,123.4	33.9
FACULTY 52	457.0	1,825.7	0.75	457.0	1,855.4	29.7
FACULTY 53	456.0	1,821.7	0.75	456.0	1,851.3	29.6
FACULTY 54	416.0	1,661.9	0.75	416.0	1,688.9	27.0
FACULTY 55	394.4	1,575.7	0.75	394.4	1,601.3	25.6
FACULTY 56	351.0	1,402.3	0.75	351.0	1,425.0	22.8
FACULTY 57	346.0	1,382.3	0.75	346.0	1,404.7	22.5
FACULTY 58	314.0	1,254.4	0.75	314.0	1,274.8	20.4
FACULTY 59	303.0	1,210.5	0.75	303.0	1,230.2	19.7
FACULTY 60	294.0	1,174.5	0.75	294.0	1,193.6	19.1
FACULTY 61	16.0	63.9	0.75	16.0	65.0	1.0
	100,123.9	400,000.0		98,523.3	400,000.0	(0.0)