

**Full-time Clinical Faculty Compensation Structure
Department of Urology
Fiscal Year 2011**

Goals:

1. Restructure the compensation structure for the Urology Department Full-time Clinical Faculty to enhance the Mission of discovery, excellence in research, patient care and teaching.
2. Keep pace with the ever-changing external financial pressures facing clinical urologists today.
3. Build an incentive structure which will allow clinical faculty to be financially recognized for their efforts in teaching and research.
4. Increase faculty compensation
5. Develop a more transparent compensation structure allowing faculty to understand better how “performance supplement” levels are determined.
6. Encourage faculty to participate in the academic and financial well being of the department.

Principles:

1. A-B-C-D system consistent with JHSOM guidelines.
 - a. “A” = portion of salary that is fixed as base salary and is rank based.
 - b. “B” = portion of salary that is based on position (e.g. Chair, Vice-Chair, Program Director, etc..) – value to be determined by Chairman and approved by Dean of school of Medicine. Funds only provided as long as position/duties are fulfilled to the satisfaction of the Chair/Dean.
 - c. “C” = portion of salary based on performance supplement program (to be outlined)
 - i. Level of part-C funding is determined by level of surplus generated by clinical activities.
 - ii. At fiscal year end those clinical full-time faculty recognizing an overage will receive 50% of that overage.
 - iii. A proportion of the remaining 50% will first be used to meet departmental goals and expenses.
 - iv. In addition, academic, teaching and other activities will be recognized and incentive compensation added based on a point system (see chart).
 - v. The actual value of each point will also depend on clinical surplus, the amount available for distribution after departmental needs and after the 50% overage compensation has been met.
 - vi. The total number of points per faculty member will be divided by the total number of points earned by the entire faculty and a

percentage will be calculated to determine the “cut” of the available funds to be directed towards the faculty members salary.

Example:

If funds available after 50% supplements and Departmental needs/expenses met equal:
\$250,000 (varies)

And the total faculty earn 30000 points

An individual faculty member earns 1800 points

$$1800/30000 = 6\%$$

$$6\% \text{ of } \$250,000 = \$15,000$$

OR

An individual faculty member earns 1000 points

$$1000/30000 = 3.3\%$$

$$3.3\% \text{ of } \$250,000 = \$8,250$$

NOTE: This compensation plan is subject to yearly approval by the Dean of the School of Medicine and based upon availability of surplus clinical funding on a fiscal yearly basis.

d. “D” = portion of the plan represents the Department Director’s Discretion. As many as 1000 points can be added to the calculation made in section “C” by the Department Director. The level of compensation points will be determined based on the individual faculty members participation in projects/programs that the Director deems are essential to the growth and positive function of the department.