

An aerial photograph of a large, modern university hospital building. The building features a mix of brick and glass facades. In the foreground, there is a paved courtyard with several trees, benches, and people walking. A black taxi is parked on the left side of the courtyard. The overall scene is captured in a slightly desaturated, greyish tone with a red vertical bar on the left edge.

# University of Utah Department of Family and Preventive Medicine Compensation Plan



# OVERVIEW OF DEPARTMENT

- Four divisions
  - Family Medicine
  - Occupational and Environmental Health
  - Physical Assistant Studies
  - Public Health
- Four faculty tracks
  - Clinical
  - Lecture
  - Tenure
  - Research

# PRINCIPLES

- Equity
- Transparency
- Based on AAMC benchmarks
- Incentives
  - Productivity
  - Aligning work with faculty track

# XYZ SALARY COMPONENTS

X = Base/Academic Salary (guaranteed annually)

- Based on track and rank

Y = Negotiated (set and guaranteed annually)

- Schedule for leadership roles
- Schedule for research and education productivity

Z = Incentives (at risk)

- Schedule for clinical productivity, quality, and access

X = BASE (GUARANTEED ANNUALLY)

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# Y = NEGOTIATED (SET & GUARANTEED ANNUALLY)

<b>Tenure/Research</b>	Instructor	Assistant Professor	Associate Professor	Professor
Research productivity schedule	\$ 53,124	\$ 97,883	\$ 116,075	\$ 154,656
Multiplied by % secured funding, calculated annually based on 3-year funding average				

<b>Tenure Teaching</b>	3 courses	4 courses	5 courses	6 courses
Schedule for extra teaching	\$ 10,000	\$ 17,500	\$ 22,500	\$ 25,000

<b>Clinical and Lecturer Track Research</b>	All Ranks
Research productivity schedule	\$ 55,000
Multiplied by % secured funding, calculated annually based on 3-year funding average	

# Z = INCENTIVE (NOT GUARANTEED, AT RISK)

<b>Clinical Incentive Pay</b>	<b>Rate</b>	<b>Unit</b>
MD Outpatient Incentive	\$ 12.00	wRVU
APC Outpatient Incentive	\$ 7.50	wRVU
Behavioral Health Outpatient Incentive	\$ 9.00	wRVU
OB On Call Incentive	\$ 200.00	call day
OB Delivery Incentive	\$ 350.00	delivery
Additional Attending	\$ 400.00	session
Primary Children Hospital Call-in Rate	\$ 85.00	hour

Z = INCENTIVE (NOT GUARANTEED, AT RISK)

## ACCESS INCENTIVES

- 2% CIP increase for each 7:00 am start
- 3% CIP increase for each 7:00 pm end
- 6% CIP increase for Saturdays
- 5% CIP increase for completing all 36 clinic hours in 3 days per week (not available to individuals)

Z = INCENTIVE (NOT GUARANTEED, AT RISK)

## QUALITY COMPENSATION

- Based on 5 measures
- Potential for \$5,000 annually; pro-rated by clinical FTE
- Calculated and paid quarterly

Quality Compensation -- FY2018 / 4th Quarter

cFTE: 0.3

Max Possible Quality Comp/Quarter: \$375

Max Possible Quality Comp/Year: \$1,500

Measure	Definition	Points Earned				Total YTD
		Q1	Q2	Q3	Q4	
BP controlled 140/90, 150/90:  Provider awarded: 1 point at 73% 2 points at 75% 3 points at 77%  <b>Points possible = 3</b>	Measurement period 12 months-diagnosis of hypertension and the measure of BP adequately controlled during the measurement year; patients 18-59 years of age whose BP was <140/90 mm Hg; patients 60-85 years of age with a diagnosis of diabetes whose BP was <140/90 mm Hg; patients 60-85 years of age without a diagnosis of diabetes whose BP was <150/90 mm Hg; the most recent BP reading during the measurement year (as long as it occurred after the diagnosis of hypertension).  Exclusions: End Stage Renal Disease, and/or a diagnosis of pregnancy. HEDIS 2015	3.00	1.00	1.67	0.67	6.33
Hgb A1c diabetic patients < 8  Provider awarded: 1 point at 73% 2 points at 75% 3 points at 77%  <b>Points possible = 3</b>	DM-2: HbA1c Management<8%  The percentage of patients 18-75 years of age with diabetes (type 1 or type 2) who had HbA1c < 8.0% NCQA	1.67	3.00	2.67	3.00	10.33
Colorectal Cancer Screening • Colonoscopy • Fit testing • Guaiac testing  Provider awarded: 1 point at 64% 2 points at 66% 3 points at 68%  <b>Points possible = 3</b>	Patients 50-75 years of age with at least 1 visit of any kind in the past 12 months, who had a Fecal occult blood test in the past 1 year, or sigmoidoscopy in the past 5 years, or colonoscopy in the past 10 years ending the reporting month.	3.00	3.00	3.00	3.00	12.00
Chlamydia Screening (16-24years of age). Goal of 45%  This is a clinic-wide measure  <b>Points possible = 1</b>	Measurement period 12 months- women 16-24 years of age that are sexually active. *Two methods identify sexually active women: 1. Pharmacy Data- patients who were dispensed prescription contraceptives during the measurement year and 2. Claim/Encounter Data- patients who had a claim or encounter indicating sexual activity during the measurement year. *At least one chlamydia test (Chlamydia Tests Value) during the measurement year. <b>HEDIS 2015</b>	1.00	1.00	1.00	1.00	4.00
Childhood immunization measures (<age 2). Goal of > 75%.  This is a clinic-wide measure  <b>Points possible = 1</b>	7-11.9 Months & 16-23.9 Months (Combo 3)  1) Number of kids age 7-12 months with completed 2/4/6 month shots (3 each of Dtap/prevnar/hib/hepb/ipv)  2) Number of kids age 16 - 24 months with completed 12/15 month shots (1 each of Hep A/MMR/Varicella/Dtap/Hip/Prevnar)	1.00	1.00	1.00	1.00	4.00
<b>Total possible = 11</b>		9.67	9.00	9.33	8.67	36.67
Percent Achieved		88%	82%	85%	79%	83%
Quality Compensation		\$330	\$307	\$318	\$295	\$ 1,250

# EXAMPLES

## Clinical track faculty

- Assistant professor
- 20% extramural funding
- 3750 wRVUs a year
- Starts at 7:00 am 3 days a week
- 0.60 cFTE with 87% quality score

# EXAMPLES

## Clinical track faculty

- Assistant professor
- 15% extramural funding
- 3750 wRVUs a year
- Team works at 7:00 am 3 days a week
- 0.60 cFTE with 87% quality score

**Total Comp = \$208,560**

Base salary: \$150,000

Research bonus: \$8,250  
( $\$55,000 \times 0.15$ )

CIP = \$45,000  
( $\$12.00 \times 3750$ )

Access incentive = \$2,700  
( $\$45,000 \times .06$ )

Quality incentive = \$2,610

# EXAMPLES

## Tenure track faculty

- Associate professor
- 47% extramural funding
- 1 extra class

# EXAMPLES

Tenure track faculty

- Associate professor
- 47% extramural funding
- 1 extra class

**Total Comp = \$129,555**

Base salary: \$65,000

Research bonus: \$54,555  
( $\$116,075 \times 0.47$ )

Extra course = \$10,000