



Department of Family & Community Medicine

Faculty Compensation Plan

Academic Year 2019-2020

Topics

- ❖ Plan Structure & Key Components
- ❖ Different Types of Plans for Base Salary
 - Clinical MD – Community
 - Clinical MD – Private
 - Research & Mixed (teaching, clinical & research)
 - NPs/PAs
- ❖ Incentives (Productivity, Quality & Scholarly)
- ❖ Miscellaneous

Plan Structure & Key Components

Plan Structure and Key Components

There are four main components of the plan

❖ Base Salary

- Multiple components = retention, leadership, etc.

❖ Productivity Incentives

❖ Quality Incentives

❖ Scholarly (citizenship, teaching and research)

Different Types of Base Salary Plans

Different Types of Plans

1. Clinical MDs
 - a. Community Practice
 - b. Private Practice
2. Research MDs & PhDs
3. Mixed clinical & research
4. NPs/PAs

Clinical MD

Community Health Center/Contract

- ❖ Straight salary
 - due to market conditions > Median AAMC
- ❖ Incentives for productivity (wRVUs & Avg. Visits per day)
- ❖ Incentives for Quality
- ❖ Incentives for scholarly (Teaching and Research)

Clinical MD Private Practice

- ❖ Payment per wRVU

$$\text{Rate} = \frac{\text{Benchmark Salary (AAMC 50}^{\text{th}} \text{ \%tile)}}{\text{Benchmark wRVUs (UHC 65}^{\text{th}} \text{ \%tile)}}$$

- ❖ Productivity incentive “baked in”
- ❖ Incentives for Quality (Press Ganey 75th %tile)
- ❖ Incentives for scholarly (Teaching and Research)

Research (MDs & PhDs) and Mixed

- ❖ PhD – use AAMC PhD as guide
- ❖ Mixed (Research & Clinical) – Use synthetic benchmark for research portion of FTE
 - Midway between the MD & PhD
 - Use 25th %tile, 50th %tile, 75th %tile
 - Factors: ability to fund themselves and others, if they practice, record of productivity, experience and expertise

NPs/PAs

- ❖ HR reviews for equity increases on an annual basis
 - Degree/credentials
 - Years of experience (in and out of BCM)
- ❖ Incentives for productivity (wRVUs & Avg. Visits per day)
- ❖ Incentives for Quality

Retention

- Every 5 year of service = \$3000 for MD's and \$1800 for non-MD's
- Retention is prorated to the faculty paid FTE

Incentives (Productivity, Quality & Scholarly)

Productivity Incentives for Community Faculty

	MD	NP/PA
Annual wRVU Target:	5200	4420
Average Visits per day Target:	19	16

Inpatient wRVU Target:	4100
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(Private practice target: 5616)

Academic/Scholarly Incentives

KEY COMPONENTS

Z_1 = is based on:

- Teaching (unpaid UME & GME)
- Scholarly Activity
- Citizenship Bonus
- Professionalism
- Chair and Leadership (Vice Chair and Medical Director) Discretion

Z_2 = is based on Group Quality Incentives

Incentives for Teaching

- Precepting medical students
 - ✓ Electives
 - ✓ Clerkship
 - ✓ HRSA COE
- Precepting BCM PA students
- Resident teaching or mentoring

Incentives for Scholarly Activities

- Author of research article/case/evidence based review in Pub Med or Google Scholar listed journal
- Author of scholarly book chapter
- Funded new grant award
- Funded new research subaward/contract
- New grant submission

Incentives for Chair/Leadership Discretion

- Attendance at quarterly dept. faculty meeting
- Attendance at Grand Rounds
- Supervision of BCM employed NP/PA
- Development of new service line
- Other significant service or leadership
- Participation with the media (TV/Radio/Video)
- Participation as a Faculty Senator

Z₂ Group Quality Incentives:

The focus of this component is to incentivize team behaviors/quality for all clinical faculty. There are two parts to this component: individual contributions and team contributions.

Individual contributions are based on patient satisfaction scores and team contributions are based on each clinical team's performance in regards to meeting the quality metrics on the following slides.

Z₂ Group Quality Incentives:

FGP Continuity Faculty

Metric	Benchmark	Points
Blood Pressure control	≥ 66%	18
Diabetic Foot Exam	≥ 50%	10
Diabetic Eye Exam	≥ 49%	12
Depression Screening & Follow up	≥ 50%	10
Total Possible Points		50

Z₂ Group Quality Incentives:

CHP Continuity Faculty

Metric	Benchmark*	Points for achieving or exceeding Benchmark
Diabetic Foot Exam	>=80%	10
Blood Pressure control	>=65%	10
Colon Cancer Screening	>=70%	10
Diabetic Eye Exam	>=77%	10
Pneumococcal Adult Vaccinations	>=54%	10
Total Possible points		50

*Harris Health Has recently updated their HEDIS benchmark to 75th percentile from 50th percentile so these benchmarks are different than previous years.

Z₂ Group Quality Incentives:

Same Day Clinics

Metrics	Benchmark	Points for Achieving or exceeding Benchmark
BMI Screening and follow up plan	≥40%	10
Tobacco Screening and Counseling	≥92%	10
Influenza Vaccination	≥38%	10
Diabetic Foot Exam	≥38%	10
Pneumovax for adults over 65	≥53%	10
Total Points Possible		50

Z₂ Group Quality Incentives:

Pediatric Faculty

Metric	Benchmark	Points for achieving or exceeding Benchmark
Childhood Immunization status (Combo 7)	≥80 (HP2020)	10
Childhood immunization Status - Influenza	≥70% (HP2020)	10
Immunization for Adolescents – MCV/Tdap	≥71%	10
BMI documentation with counseling for nutrition and physical activity for children and adolescents whose BMI is over 85 th Percentile.	≥59%	10
Tobacco Screening and counseling in adolescents	≥77%	10
Total Points Possible		50

Miscellaneous

Compensation for Shift Work

The department has opportunities to provide clinical coverage during the work week (8am-5pm, 8am-6pm or 8am-8pm)

Length of Scheduled Shift	Rate for MD Coverage
4 hours	\$ 500
8 hours	\$ 1,000
10 hours	\$ 1,250
12 hours	\$ 1,500

Important Documented Eligibility Caveats

- The FCM faculty compensation plan is applicable to non-hourly, salaried faculty appointed by and paid by the department.
- No incentive or salary increase will be paid to any faculty who is not in good standing
- Faculty must complete all College required trainings and evaluations on time to be eligible for any incentive or salary increase.
- In order to be eligible for incentive payments, faculty must have no seed support, except for specific situations approved by the Chair.