

University of Arkansas for  
Medical Sciences  
Little Rock, Arkansas

Department of Orthopaedic Surgery  
FY2016 Faculty Compensation Plan

# Eligibility

- All faculty members with primary appointments in clinical departments are eligible to participate in the clinical department incentive plan if they meet the following qualifications:
- Citizenship- Faculty are expected to be in compliance with hospital, UAMS, COM, and FGP policies and quality parameters. These would include, but not be limited to, medical records, billing compliance, research policies, conflict of interest, patient & referring physician satisfaction, professionalism, etc. Outliers found to be in substantial non-compliance with expectations will be ineligible to participate for that quarter.

# Base Salary

- The base salary will be pegged to their sub-specialty in the MGMA 2014 Report for Private Practice. For FY16, RVWs produced in FY15 will be used to determine if salary should be at 25<sup>th</sup>, 50<sup>th</sup>, or 75<sup>th</sup> percentile. If RVWs produced are above the 75<sup>th</sup> percentile for a sub-specialty, then salary is set at the 75<sup>th</sup> percentile for that sub-specialty. Same rule applies for the 50<sup>th</sup> and 25<sup>th</sup> percentile. If RVWs produced are below 25<sup>th</sup> percentile, then the amount of RVWs below the 25<sup>th</sup> percentile are multiplied times \$70 per RVW and that amount is subtracted from the 25<sup>th</sup> percentile salary. At the beginning of FY17, RVWs produced in FY16 will be used to adjust salaries where needed.

# Base Attachments

- No base attachments will be used. If the Chair determines an administrative role warrants it, then the RVW benchmark will be reduced by a % to adjust for the role. Any adjustment to % will be outlined in this document. When the administrative role goes away, the adjustment to the RVW benchmark will go away as well.

# Research Incentive Component

- The research incentive component is designed to reward faculty who receive *extramural* grants with associated salary support that offsets departmental salary expense. Both M.D. and Ph.D. faculty in clinical departments will be eligible to participate. Faculty may receive support from several grants simultaneously. Endowed chair proceeds are not extramural grants and are not eligible for research incentive payments. The research incentive component is verified and paid for by the COM Dean's Office.

# Scholarly Activity Incentive Component

- Also, for Orthopaedics, any clinical faculty member with at least 4 Pub Med indexed articles from July 1, 2015 to June 30, 2016 will get a \$25,000 bonus, to be paid out once the goal is reached.

# Clinical Incentive Component

- Each faculty member's RVW benchmark will be computed. The MGMA Private Practice Sub-specialty RVW value at the appropriate %ile which coincides with the salary %ile will be multiplied by 2 adjustment factors. The first is for the % fiscal year worked. (Ex. If a faculty member only worked one of the three months in the first quarter, he/she would have an adjustment factor of 33 %.) The second is determined **for time approved by the chair that takes away from COM Clinical time.** Incentives will be paid at a predetermined rate for every RVW produced over the benchmark (the MGMA value calculated against the adjustment factors). The rate will be \$60 for the first 2,500 RVWs over benchmark, \$65 for the second 2,500 RVWs over benchmark, and \$70 for all RVWs greater than 5,000 above benchmark. If someone's benchmark is below the 25<sup>th</sup>%ile, then all RVWs from their benchmark to the 25<sup>th</sup>%ile will be paid at \$70 since that is what their salary was reduced by. Once RVWs hit the 25<sup>th</sup>%ile they will follow the tier above.

# Dr. X Example

- Subspecialty 50<sup>th</sup>ile
- 399,258 UAMS Salary
- 162,417 VA Salary
- 561,675 Total Salary
  
- $399,258 / 561,675 = 71.08\%$
- $8,356 \text{ RVWs} \times 71.08\% = 5,939.44 \text{ RVW Benchmark}$



Questions?

Different Models that work well?