

**Department of Urology
Final Compensation Plan
6/3/24**

Base/Incentive Split

- **85% Base**
- **15% Bonus**

wRVU vs. Shift Model

- **wRVU model**
- Shift model bears no relevance to current department practice

Compensation and Productivity Benchmarks

- Productivity
 - Decision
 - 1.0cFTE=80% clinical time
 - Justification and Methodology
 - 8 clinic sessions or OR half days per week per SOM guidance
- Compensation
 - Decision
 - wRVU model
 - Justification and Methodology
 - Percentile Vizient wRVU subspecialty to AAMC compensation comparison

Base Salary Expectations

No changes to baseline requirements as recommended

Applicable to all Departmental Plans

1. Adherence to UVA Health ASPIRE Values.
2. No confirmed violations of any policies (State, University, SOM, UVA Health, Medical Center, UPG) that govern clinical faculty employment.
3. Complete all mandatory University, SOM, UVA Health, Medical Center, UPG, and Departmental training and disclosure requirements, including but not limited to compliance, credentialing, licensure, conflict of interest and financial disclosures, per policy.
4. Accurately report all annual and professional leave per SOM and department leave policies.
5. Show up on time for clinical assignments (e.g., clinic start, OR start, shift start) and participate in call coverage per commitments.
6. Adherence to policies governing cancellation of scheduled clinical work (e.g., clinics, shifts, OR block time, etc.)
7. Close clinical encounters and sign surgical/procedural notes per Medical Center and UPG policies.
8. Participate in undergraduate medical education and/or graduate medical education, if applicable.
9. Meet at least 80% of individual productivity targets, e.g., wRVUs (prorated for organizationally approved leave and/or new hire ramp-up expectations).

Budgeted Incentive Pool Distribution

- Clinical
 - 50%
- Quality
 - 5%
- Research/Scholarship
 - 20%
- Teaching
 - 20%
- Citizenship
 - 5%

Incentive Payment Eligibility Expectations & Metrics

- **Clinical**

- Expectations

- 0.5 cFTE to be eligible for wRVU incentive

- Metrics

- cFTE activity documented annually with buy-down modification determined by non-clinical commitments
 - High performers eligible for \$/RVU add on incentive pay based on productivity above benchmark

Incentive Payment Eligibility Expectations & Metrics

- **Quality**

- Expectations

- Meet on call-responsibilities as assigned OR
 - Close 90% of encounters within 10 days of receipt

- Metrics

- Call fulfillment monitored by department administration
 - EPIC audit for proper documentation execution

Incentive Payment Eligibility Expectations & Metrics

- **Research/Scholarship**

- Expectations with rFTE:

- Submit one research grant application, abstract, or article as author or co-author OR
 - Mentor research to a learner OR
 - Provide guidance to a learner for presentation of material at a meeting or conference

- Expectations without rFTE:

- Provide guidance to a learner for presentation of material at meeting or conference OR
 - Support research activity through patient accrual, study construction

- **Metrics**

- Activity submitted at annual review, faculty documentation with Chair approval

Incentive Payment Eligibility Expectations & Metrics

- **Teaching**
 - Expectations
 - Generate and deliver didactic educational content at least once a year OR
 - Provide educational interface to learners at skills lab, shadowing, clinic, or operating room
 - Metrics
 - Provider documentation with Chair approval

Incentive Payment Eligibility Expectations & Metrics

- **Citizenship/Service/Community**

- Expectations

- Attendance in at least 70% of Department and divisional faculty meetings, grand rounds, and annual retreat (excluding time away for leave).

- Metrics

- Attendance recorded as above