UNIVERSITY OF FLORIDA
COLLEGE OF MEDICINE-Jacksonville

Faculty Compensation Plan

Effective
July 1, 2015

Revised 5.29.14
I. INTRODUCTION

The goal of the University of Florida (UF) College of Medicine - Jacksonville’s (COM-J) faculty compensation plan is to promote and reward both departmental and individual success in research, service, administration and patient care through monetary incentives and to assure the fiscal health of the COM - J.

The COM-J financial health requires that revenues exceed expenses annually. When COM-J revenues exceed expenses, part of this margin will be distributed as additional compensation in three (3) pools: (1) Productivity Pool, (2) Departmental Bonus Pool, and (3) Chair Pool. The Dean of the COM-J will determine, with input from the department chairs, the compensation committee, and concurrence from the UFJPI executive committee, the distribution of excess revenue to these pools. Faculty are also eligible to participate in the Individual Research Incentive.

The COM-J Compensation Committee will annually review and recommend to the COM-J Executive Committee revisions to the COM-J Faculty Compensation Plan. Without revising the plan, incentive payments or other elements of this plan may be modified in specific cases (e.g., suspended in cases of financial exigency) where the COM-J fails to meet its budget targets, as determined by the Dean. To encourage flexibility and creativity in compensation arrangements, the Dean may approve departmental or divisional compensation plans which differ from the terms of this compensation plan. Those departments and faculty which have a separate compensation plan cannot participate in this plan.

Financial exigency may include anything that jeopardizes the financial viability or solvency of the operations of COM-J, or any division, department, of COM-J. A consistent pattern of negative variance of actual performance from budget of any of these entities over a period of three consecutive months within a single fiscal year shall be sufficient to initiate the process for declaring financial exigency and implement appropriate responsive action.

Academic year (AY) is defined as the period between July 1 and June 30.

II. PRINCIPLES

1. Before any funds can be designated as additional compensation by the Dean, the Practice Plan must exceed the Board-approved budgeted bottomline, for the Academic Year (AY),

2. When the Dean determines that funds can be designated as additional compensation, the amount of funds will be divided into three (3) pools (as defined in Section X).

3. To be eligible to receive a distribution from either the productivity or the departmental bonus pool, an individual must be a regular, benefit-accruing, faculty (tenure or non-tenure track).

4. In addition to item II.3., to receive a productivity incentive, a faculty member must meet the following criteria:
a. Have an overall faculty performance evaluation rating (Section V.) no lower than “Achieves Performance Standard”.
b. Exceed productivity target (based on gross charges) for that year.
c. Have a hire date no later than the first business day of that respective year.
d. Remain on the faculty for the entire year. Any faculty member who terminates their academic appointment (i.e. employment with UFCOM/J) before the end of that respective AY, is not eligible for any distribution.
e. Be in the employment of UFCOM/J on the date the distribution is made.

5. Chairs are not eligible to participate in either the productivity or departmental bonus pools.

6. Faculty with the academic title of Senior Associate Dean, with less than .50 FTE of clinical activity, may not participate in the productivity pool.

7. Each Department or Division must elect whether it will participate as a “Unit” or “Non-Unit” department at the beginning of the AY (no later than 7/15). For a department of division to be eligible to participate as a “Unit”, there must be 100% signed agreement of all affected faculty in that department or division.

III. ELIGIBILITY

The compensation plan covers both clinical and research faculty employed by the COM-J. All faculty (MD, DO, PhD, DDS, DMD) employed by UFCOM/J, in a salaried, benefits-eligible position, with a minimum of 25% time assigned to clinical service may participate. “Clinical Service” is defined as either; 1) services provided directly to patients for which a specific charge is generated with the expectation that payment will be made on these charges or 2) documentation that the clinical services provided, directly contribute to the fiscal efforts of the department or division. In the case of the second criterion, this contribution must be defined in writing, by the department chair, at the beginning of the fiscal year, but no later than August 31, 20XX. Postdoctoral associates are not eligible to participate in any incentive or bonus plan. At his/her discretion, the Dean may provide bonuses to benefits-eligible faculty with administrative appointments of Administrative Affairs Dean, Associate Dean or Senior Associate Dean.

A new faculty member whose date of hire falls after the first business day of the respective AY is ineligible to participate in the compensation plan until the academic year beginning July 1 of the year following the date of hire. Once eligible, the faculty member will receive an initial productivity target/performance expectations letter from the department chair. Performance expectations for first year of eligibility will be provided in an “initial performance expectation” letter, provided by the chair, at the beginning of the first year of eligibility. Eligibility to participate does not, of itself, guarantee a faculty member will receive an incentive or bonus distribution.
IV. JOB EXPECTATIONS

Annually, the department chair or the faculty member's direct supervisor will define the job expectations in consultation with each individual faculty member and the percentage of effort each faculty member shall spend in patient care, education, research and leadership/service. An individual faculty member may have time allocated to one or more of the four mission categories. The criteria each department uses to determine distribution of effort allocation should be applied equitably to all faculty members of that department.

All of an individual faculty member’s effort must be allocated to one or more of the mission categories or other approved activities. In the context of an individual faculty member’s job expectations and effort allocation, performance goals will be jointly developed by the faculty member and supervisor on an annual basis. Goals should be based on individual, departmental and COM-J priorities. Explicit goals should be established in all categories to which effort is allocated and objective criteria shall be used to measure performance. A key concept is goals, objectives, evaluations and compensation plan targets for each faculty member are appropriately weighted in proportion to the effort assignment to the individual faculty member.

V. FACULTY PERFORMANCE EVALUATION

A formal performance evaluation process is a key requirement of this compensation plan. Performance will be evaluated using objective criteria. The department chair or the faculty member's direct supervisor will provide each faculty member an annual written performance evaluation, no later than August 31, based upon goals outlined at the start of the performance cycle. The evaluation period under this plan will be based on the AY (July 1 – June 30).

In preparation for the annual evaluation, an individual faculty member shall have an obligation to provide data that demonstrate how he/she has met his/her goals for the evaluation period. The COM-J also will provide timely data on performance, as applicable, in such areas as teaching evaluations, clinical productivity, and quality and safety metrics. Department chairs may select additional criteria from a core list of performance standards for each mission (EXHIBIT III). The list of performance standards can be revised upon recommendation of the COM-J Compensation Committee and as approved by the Dean.

Because the annual evaluation is narrative in format, the evaluator writes an appraisal of the faculty member's relevant activities associated with each mission area for which the faculty member had an assignment. Evaluative comments are required for each mission area being evaluated. An overall evaluation rating should be stated in the letter of evaluation using one of the following categories that best describes the faculty member's overall performance during the AY: 1) Outstanding Performance; 2) Exceeds Performance Standard; 3) Achieves Performance Standard; 4) Below Performance Standard; or 5) Unsatisfactory Performance. In order for a faculty member to be eligible to participate in either the incentive or bonus plan, an annual performance ranking of; “Achieves Performance Standard” (3) or higher, is required.
VI. CLINICAL PRODUCTIVITY TARGETS

The chair must approve productivity targets for each faculty member or for each unit. Targets will be based upon a core set of performance measures for each mission and should be appropriate for faculty rank and opportunity. Individual expectations and targets are set by the chair, using appropriate applicable COM-J principles and with input from the faculty member, and division chief, as applicable. The assigned target will take into consideration base salary allocated to clinical activities, clinical hours or sessions, historical performance, and opportunity.

For each clinical faculty member, a gross-charges target must be assigned in writing by the chair for the corresponding AY (no later than August 31) and included in the faculty member’s annual letter of evaluation. It is necessary that the assignment of the gross-charges target be acknowledged in writing by the chair and by the faculty member since individual clinical financial incentives paid in accordance with the provisions of the COM-J faculty compensation plan are based on clinical productivity. Section XIII addresses the resolution of conflict and grievances when a faculty member and chair disagree on productivity targets.

Once target productivity assignments have been made and submitted to the Dean’s office, each faculty will be provided with a regular summary of their individual productivity, on a monthly and YTD basis. Methodology for calculation of an individual faculty member’s productivity performance to budget is described in Exhibit II.

Targets may be adjusted under changed circumstances, such as approved Family Medical Leave Act or sick leave. Prior to new target assignments, faculty should use prior year targets.

VII. TOTAL COMPENSATION

Compensation is measured on an annual basis and is the amount of money, not including benefits, paid to a faculty member over a twelve month period for performing her/his job responsibilities. Compensation may be paid as base salary only, or as base salary in combination with incentive compensation and/or a stipend. In determining compensation levels, a department will use comparable and objective market data. At COM-J, the source to determine compensation is the most recent faculty salary survey from the Association of American Medical Colleges (AAMC), specifically Table 12 - Total Compensation/All Public Schools.

Base salary is subject up to 10% reduction if recommended by chair and approved by the Dean. At the time of the annual evaluation, base salary is at risk and may be reduced (not to fall below the AAMC 20th percentile) depending on performance against the prior year productivity targets. The next year’s base salary is adjusted based on University directives and/or performance ranking. Base increases are made in accordance with UF and COM-J guidelines, including increases due to promotions. Clinical productivity, measured by wRVUs, should minimally exceed the 25th percentile of the MGMA specialty benchmark adjusted for clinical effort for each faculty member with a clinical assignment.
In circumstances where the 25th percentile of wRVU production is not surpassed (and lack of productivity is not the result of a protected event or condition), mandatory review of the presumptive salary decrease by the Compensation Committee will occur and the faculty member will be notified of the presumptive decrease in writing by the COM-J. Within 10 days of receipt of the notice, the faculty member may appeal to the chair for support for relief from the salary decrease. If the chair declines the appeal, the decision is final. If the chair accepts the appeal, the faculty member may appeal the base pay adjustment to the Dean by providing written documentation of an assignment change, alternative salary support or other extenuating circumstances. A chair’s letter of support must accompany the faculty member’s appeal as well as a profit-loss statement for the faculty member for informational purposes. The Compensation Committee will advise the Dean of its recommendation and the Dean will decide. If the appeal is denied, the faculty member’s base pay will be reduced by 10%. Negative base pay adjustments will not occur if the faculty member’s base pay is at or below the 20th percentile of the AAMC salary benchmark. Base pay may be restored, at the chair’s discretion, with annual clinical activity that exceeds the 25th percentile of the MGMA specialty benchmark adjusted for clinical activity.

In years that raises are available, individuals receiving negative salary adjustments will not be eligible for raises based on that aspect of their overall assignments that triggered the salary reduction but will be eligible for raises based on other areas of assignment. Any raises will be calculated after applying the negative salary adjustment.

Faculty members will not be subject to negative base pay adjustments in the first 36 months of appointment unless COM-J and/or department financial circumstances warrant revised financial considerations. In addition, negative base pay adjustments related to performance will not occur when productivity was impacted by conditions protected by law (such as, by way of illustration, personal or family illness) or a change in assignment that results in unanticipated low productivity. Other sources of appropriate salary support, such as revenue derived from assignments fulfilling University contracts or foundation support determined by the chair to be appropriately applied to the faculty member’s efforts will be considered as part of clinical or research productivity by converting these dollars to wRVU or research salary support equivalents.

VIII. COMPENSATION PLAN ASSESSMENT

Based on a faculty member’s overall annual performance, the department chair will complete a compensation plan assessment, no later than August 31, to determine if a faculty member, who meets all eligibly requirements can participate in the incentive plan.

IX. PRODUCTIVITY/BONUS/CHAIR ADDITIONAL COMPENSATION

The Dean will determine, at year end, with the concurrence of the UFJPI executive committee, the amount of funds that will be made available for distribution to faculty as additional compensation. If UFJHI has
fewer than 100 days in cash, the aggregate amounts of these distributions cannot exceed 50% of the positive variance to the UFJHI budgeted bottom line.

The total additional compensation consists of three (3) distinct pools of funds; productivity incentives (individual and unit departments/divisions), departmental bonuses, and chair bonuses. Criteria for an individual faculty member and a unit department/division to participate in the productivity incentive category are outlined in Section II.4. A department must exceed its board-approved budgeted bottom line to be eligible for a departmental bonus.

The Dean will have the option to designate a chair bonus pool, not to exceed 5% of total additional compensation, to be distributed to individual Chairs as an end-of-year bonus. No chair can receive a bonus that is greater than $25,000 for any given academic year (consistent with restrictions on general faculty).

1. Productivity Incentive Pool
   a. As determined by the Dean, the Productivity Incentive Pool will be a sum that is between 50%-60% of the total additional compensations that remains after determination of the chair bonus pool. This pool will pay earned individual faculty and unit department/division incentives.
   b. For an individual faculty to receive a distribution from this pool, they must meet criteria as outlined in Section II.
   c. For a unit department/division to receive a distribution from this pool it must exceed year-end gross charges per budgeted FTE (see example).
   d. The productivity incentive distributed to individual faculty and unit departments/divisions will be prorated to the funds available in this pool and will not exceed $25,000 for any individual faculty member.

2. Departmental Bonus Pool
   a. As determined by the Dean, the Departmental Bonus Pool will be a sum that is between 40%-50% of the total additional compensation that remains after determination of the chair bonus pool. This pool will pay bonuses to departments which exceed their year-end budgeted bottom-line.
   b. Department Chairs, with the approval of the Dean, will determine distributions from this bonus pool to individual faculty based on merit, the criteria for which are clearly defined and documented.
   c. No individual or chair is guaranteed a distribution from this pool.

3. Any funds not distributed from the total additional compensation pool due to an exclusion within this plan, cannot be used to pay additional compensation to individual faculty. However, these funds may be retained by that department in a PSA account and can be used by the chair to benefit the faculty of the department.

4. A faculty member who has earned a productivity payment (IX.1) and/or a bonus payment (IX.2) may elect to receive the total sum either in the form of payroll distribution or as an
addition to individual Professional Expense Account (PEA) (no split is allowed). Election must occur no later than the deadline established by the practice plan for this election, and cannot be changed after that date has passed. Any funds deposited to a PEA account are subject to being “frozen” in the event of financial exigency or poor financial performance of the organization. Frozen funds may be unfrozen at the discretion of the Dean if future financial circumstances permit. A faculty member who is no longer employed is not entitled to these funds should they become “unfrozen” at some future date.

5. Neither the department chair nor the Dean may make a productivity incentive payment to an individual faculty that exceeds that faculty’s calculated incentive amount (as prorated, if applicable) or $25,000, whichever is greater. In addition, no individual faculty may receive total additional compensation (productivity + bonus payments) that exceeds $25,000.

X. INDIVIDUAL RESEARCH INCENTIVE

Any faculty member, regardless of FTE assignment to research, may participate in the research incentive. Faculty members assigned to research are expected to have the research portion of their base salary derived from research grants.

Eligible grants and contracts (EXHIBIT IV) must require Institutional Review Board (IRB) and/or Institutional Animal Care and Use Committee (IACUC) approval and provide at least 5% salary and benefits support to the investigator. Grants and contracts that primarily support clinical service and/or programs are not eligible for the research incentive. The Office of Research Affairs will review each grant or contract and will notify the PI, Chair, and the Compensation Committee about those grants and contracts that are determined to be eligible for the research incentive. The research incentive will be calculated as 5% of the total IDC in the fiscal year for which the incentive plan is operative. The “total” is the total IDC for that specific grant allocated for the specific fiscal year.

Note that this incentive is in addition to the 10% Principal Investigator IDC return from the Division of Sponsored Research (DSR) to an account in the investigator’s name.

XI. TIMELINE

The evaluation period under this plan will be based on the AY (July 1 – June 30). Letters establishing clinical productivity targets must be given to the faculty no later than August 31 as delineated in Section VI. Targets will be determined annually beginning with the start of the fiscal year. Faculty evaluations and compensation plan assessment must be signed by faculty by August 31.

XII. RESOLUTION OF CONFLICT AND GRIEVANCES

In the situation where a faculty member and chair disagree on productivity targets, the issue will be decided by the chair, with the faculty member having available the established UF grievance rights, including appeal to the Dean. The Dean may refer the issue to the COM-J Compensation Committee or select another designee for investigation and recommendation.
A grievance shall be filed no later than thirty (30) days from the date following the act or omission giving rise to the grievance, or thirty (30) days from the date the grievant acquires knowledge, or could reasonably have been expected to acquire knowledge, of the act or omission, if that date is later.
University of Florida College of Medicine-Jacksonville
Faculty Compensation Plan

SAMPLE MODEL FOR DETERMINING END OF YEAR INCENTIVES DISTRIBUTION FROM TOTAL AVAILABLE FUNDS

The following example provides $1,000,000 as the total available to pay incentive compensation pools:

**Corporate End of Year Bottom-line:**

<table>
<thead>
<tr>
<th>Productivity Type</th>
<th>Total Available</th>
<th>Distribution</th>
<th>Distribution Formula</th>
</tr>
</thead>
<tbody>
<tr>
<td>- Unitized (Division, Department) Productivity</td>
<td>$1,000,000</td>
<td></td>
<td>$1,000,000 x 68%</td>
</tr>
<tr>
<td>- Department Productivity</td>
<td>$3,000,000</td>
<td></td>
<td>$3,000,000 x 68%</td>
</tr>
</tbody>
</table>

**Total Allocated Distribution from Dean:** (≤ 50% of positive variance) $1,000,000

<table>
<thead>
<tr>
<th>Pool Type</th>
<th>Total Available</th>
<th>Distribution</th>
<th>Distribution Formula</th>
</tr>
</thead>
<tbody>
<tr>
<td>Departmental Pool (Depts, Unit Div., Unit Dept)</td>
<td>$1,000,000</td>
<td>$680,000</td>
<td>$1,000,000 x 68%</td>
</tr>
<tr>
<td>Chair’s Pool</td>
<td>$20,000</td>
<td></td>
<td>$20,000 x 68%</td>
</tr>
<tr>
<td>Dean’s Pool</td>
<td>$300,000</td>
<td></td>
<td>$300,000 x 68%</td>
</tr>
</tbody>
</table>

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**Departmental Pool Distribution Example**

<table>
<thead>
<tr>
<th>Unit/Productivity Type</th>
<th>Total Available</th>
<th>Distribution</th>
<th>Distribution Formula</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unit A Productivity</td>
<td>$600,000</td>
<td>$.6M/$4M x 680,000</td>
<td>$102,000</td>
</tr>
<tr>
<td>Unit B Productivity</td>
<td>$400,000</td>
<td>$.4M/$4M x 680,000</td>
<td>$68,000</td>
</tr>
<tr>
<td>Unit C Productivity</td>
<td>($200,000)</td>
<td>$0</td>
<td></td>
</tr>
<tr>
<td>Unit D Productivity</td>
<td>($100,000)</td>
<td>$0</td>
<td></td>
</tr>
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Total Unit $170,000

<table>
<thead>
<tr>
<th>Department/Productivity Type</th>
<th>Total Available</th>
<th>Distribution</th>
<th>Distribution Formula</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dept A Productivity</td>
<td>$200,000</td>
<td>$.2M/$4M x 680,000</td>
<td>$34,000</td>
</tr>
<tr>
<td>Dept B Productivity</td>
<td>$300,000</td>
<td>$.3M/$4M x 680,000</td>
<td>$51,000</td>
</tr>
<tr>
<td>Dept C Productivity</td>
<td>$400,000</td>
<td>$.4M/$4M x 680,000</td>
<td>$68,000</td>
</tr>
<tr>
<td>Dept D Productivity</td>
<td>$800,000</td>
<td>$.8M/$4M x 680,000</td>
<td>$136,000</td>
</tr>
<tr>
<td>Dept E Productivity</td>
<td>$1,100,000</td>
<td>$1.1M/$4M x 680,000</td>
<td>$187,000</td>
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<tr>
<td>Dept F Productivity</td>
<td>$200,000</td>
<td>$.2M/$4M x 680,000</td>
<td>$34,000</td>
</tr>
<tr>
<td>Dept G Productivity</td>
<td>($400,000)</td>
<td>$0</td>
<td></td>
</tr>
<tr>
<td>Dept H Productivity</td>
<td>($200,000)</td>
<td>$0</td>
<td></td>
</tr>
</tbody>
</table>

Total Dept $510,000

**Total Departmental Pool** $680,000
Faculty Compensation Plan

CALCULATION METHODOLOGY OF EARNED INCENTIVE

The faculty member’s gross charges are converted into net collections using average ratios of gross charges to net collections for the appropriate operational unit (department/division/specialty) updated annually. Net collections equal gross collections less billing refunds paid, dean’s tax and practice plan costs.

An individual is eligible to receive an incentive once the assigned clinical incentive gross charges target is exceeded. The incentive will be calculated as 20 percent (20%) of the product of gross charges above target times the departmental/division/specialty average net collections to gross charges. The remaining 80% is allocated as 70 percent to the department and 10% to the Dean. The 10% of net collections that accrue to the Dean will be used solely for individual clinical, research, and educational incentives provided for in the plan and identified as practice plan funds in Exhibit III.

Example:

Dr. Smith earns a base salary of $125,000 with a clinical FTE assignment of 0.60, an annual evaluation ranking of, “Achieves Performance Standard”, and a gross charges target of $100,000. Based on FTE assignment, Dr. Smith’s clinical salary is $75,000 (60% of $125,000). The departmental conversion factor of net collections to gross charges is 30%.

If Dr. Smith produces $200,000 gross charges, then Dr. Smith would be eligible for an incentive equal to $ 6,000. [$6,000 is the product of gross charges over target, i.e., ($200,000 - $100,000), times conversion factor (30%) times his/her share of the net collection (20%) ($100,000 x 0.3 x 0.2 = $6,000).
University of Florida College of Medicine-Jacksonville
Faculty Compensation Plan

INCENTIVE COMPENSATION POOL MODEL

Practice Plan Funds

Dean’s Tax

Department Expense
including administrative costs

Base Salary

Adjusted for performance subject to 10% reduction

PROFIT

Departmental Pool (68%)

Dean’s Chair Pool (2%)

Dean’s Pool (30%)

Total Compensation

Qualifying Department Individual Incentive

Chair Incentive

Non-Qualifying Faculty

Clinical Billing
State Funding
Research F&A

Clinical Productivity Targets

Clinical Productivity Targets

Department must exceed budgeted bottom-line

EXHIBIT 3
### PERFORMANCE STANDARDS

<table>
<thead>
<tr>
<th>Mission</th>
<th>Category</th>
<th>Measures</th>
<th>Example</th>
<th>Tracking</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical</td>
<td>Production</td>
<td>Gross charges per clinical FTE</td>
<td>Generate 100,000 gross charges</td>
<td>Central</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Scheduled clinic time</td>
<td>Participate in 100 assigned shifts</td>
<td>Department</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Call participation</td>
<td>On call 40 nights per year</td>
<td>Department</td>
</tr>
<tr>
<td></td>
<td>Financial Performance</td>
<td>Billing</td>
<td>Provides appropriate billing information</td>
<td>Central</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Net collections (including contracts) per clinical FTE</td>
<td>Generate $200,000 net collections</td>
<td>Central/Dept</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Cost constraints/efficiency ratios</td>
<td>Achieve cost per outpatient visit of $35</td>
<td>Central</td>
</tr>
<tr>
<td></td>
<td>Quality</td>
<td>Referring physician survey, patient satisfaction survey</td>
<td>Survey score of 80 out of 100</td>
<td>Central</td>
</tr>
<tr>
<td>Education</td>
<td>Production</td>
<td>Number of instructional hours</td>
<td>200 hours teaching students</td>
<td>Central</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Service on college or department education committees</td>
<td>Member Curriculum Committee</td>
<td>Central/Dept</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Development of teaching aids</td>
<td>Develop computer instructional program</td>
<td>Individual</td>
</tr>
<tr>
<td></td>
<td>Financial Quality</td>
<td>Not applicable</td>
<td>Chair AAMC section on accreditation</td>
<td>Individual</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Student/peer evaluation</td>
<td>Exceed Dept average student or resident evaluation score</td>
<td>Central/dept</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Teaching awards</td>
<td>Teacher of the Year</td>
<td>Individual</td>
</tr>
</tbody>
</table>

EXHIBIT
Page 1 of 2
## PERFORMANCE STANDARDS

<table>
<thead>
<tr>
<th>Mission</th>
<th>Category</th>
<th>Measures</th>
<th>Example</th>
<th>Tracking</th>
</tr>
</thead>
<tbody>
<tr>
<td>Research</td>
<td>Production</td>
<td>Research applications submitted</td>
<td>Submit 2 grant proposals</td>
<td>Individual</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Research applications funded</td>
<td>Applications funded</td>
<td>Central/Dept</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Program project or training grant</td>
<td>Submitted or funded</td>
<td>Central/Dept</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Sponsored clinical trials</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Study section, research advisory group, local research committee</td>
<td>Member of study section</td>
<td>Individual</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Activities that enhance research potential of college</td>
<td></td>
<td>Individual</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Publications/Presentations</td>
<td>List per university format</td>
<td>Individual</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Patents awarded</td>
<td>List per university format</td>
<td>Individual</td>
</tr>
<tr>
<td>Financial</td>
<td></td>
<td>Percentage of salary covered by grants</td>
<td>Should have 50% of FTE devoted to research covered by third year</td>
<td>Central</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Amount of indirect costs</td>
<td></td>
<td>Central</td>
</tr>
<tr>
<td>Quality</td>
<td></td>
<td>Research recognition and general assessment of research quality</td>
<td></td>
<td>Department</td>
</tr>
<tr>
<td>Admin-istration</td>
<td>Production</td>
<td>Departmental assigned responsibilities</td>
<td>Division Chief Search Committee Mentor junior faculty</td>
<td>Department</td>
</tr>
<tr>
<td></td>
<td></td>
<td>UFCM responsibilities</td>
<td>Institutional Review Board</td>
<td>Central</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Hospital committees and responsibilities</td>
<td>Chief of Staff</td>
<td>Individual</td>
</tr>
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<td>Medical and professional organizations</td>
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<td>Financial</td>
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University of Florida College of Medicine-Jacksonville
Faculty Compensation Plan

GRANTS AND CONTRACTS – Qualification for Research

I. Funds from local, state, and federal agencies; foundations; private industry; and other sources will be considered to be “research funds” under the jurisdiction of the physician compensation plan if the funds are prospectively awarded with one of the following purposes:

   To conduct research to answer a hypothesis-driven question
   To acquire clinical data (e.g., for a registry) for the purpose of generating data-driven hypotheses

Examples:

   A grant from NIH that funds the operation of a clinical trial
   A pharmaceutical grant to investigate the prevalence and risk factors for hypertrophic cardiomyopathy

II. Funds will not be considered “research funds” under the jurisdiction of the physician compensation plan if the funds are awarded with one or more of the following intents:

   To provide, enhance, or supplement individual patient care
   To establish new program or enhance existing programs of patient care

Examples:

   A grant from XYZ Foundation to provide nutritional services to patients with cystic fibrosis
   A state contract to staff and administer Early Steps
   A contract from Brooks to pay for inpatient medical director services

III. In situations where a funding award provides for both research and non-research efforts as defined in I and II above, only the portion of funds quantified and justified to support only research will be eligible for consideration under the physician compensation plan.

Example for Section (X.1.a.iii)

Unitized Department “A” has a board approved budget for;

1. gross charges = $1,000,000.

2. total FTE = 10.0
Target for Unitized Department “A” is $100,000 per budgeted FTE. ($1M / 10 FTE)

Unitized Department “A” starts the AY with 9.0 FTE. The department faulty elect to not recruit someone as the 10th FTE. One additional faculty leaves at mid-year and the department faulty also elects not to replace this individual.

Unitized department “A” ends the AY with an actual YTD FTE of 8.5.

At end of year, Unitized Department “A” has total Gross Charges of $900,000 and actual (YTD) FTE of 8.5

Based on budgeted gross charges per budgeted FTE, each faculty member of that department has a target of $100,000 in gross charges ($1,000,000/10). At the end of year, the actual gross charges per FTE is $900,000/8.5 = $105,882.

Thus each member of that faculty is eligible to participate in the incentive pool since individual faculty performance to target ($105,882) exceeds the budgeted target of $100,000/FTE.

However, if that department elected to recruit the 10th FTE and replace the faculty who left, then the performance of the faculty would have been $90,000 ($900,000/10) and no one would have been eligible for an incentive.