

Department of Family Medicine
Indiana University School of Medicine
DEPARTMENT FACULTY COMPENSATION GUIDELINES

DFM Goals and Values

A compensation plan must be grounded in the mission, goals and values of the department and be mapped to the department's strategic plan. Broadly, the DFM's vision is *to be the leading, driving force for Family Medicine in the state of Indiana*. To achieve this vision, the DFM will align expectations, incentivize and reward performance with this broad goal in mind. This goal implies embracing innovation, strategic risk-taking, and a future orientation; accountability; engagement with the broader community; striving for excellence in all we do; and taking a scholarly approach to our work. Every effort will be made by DFM leadership to structure faculty time that facilitates success.

Because the DFM is part of a complex system, the department compensation plan must be aligned with multiple other components of the larger system, such as the IUSM Compensation Guidelines, and the IUSM and IUPUI Promotion and Tenure Requirements.

IUSM Compensation Guidelines

The IUSM Compensation guidelines outline the following principles (available online at: <http://medicine.iu.edu/body.cfm?id=330>)

- ...a first **principle** is that any compensation policy refer to all components of a faculty member's salary—IU, practice plan, VA, etc.
- A second **principle** is that a faculty member's total compensation should be aligned with productivity.
- This principle mandates a third **principle** that faculty are accountable for their time, which will be allocated among different academic missions. They should be productive in all areas of the academic mission according to their faculty track.
- A fourth **principle** is that overall compensation should be determined by three factors:
 - *External equity*: Faculty at the IU School of Medicine should be paid comparably to their peers at other academic institutions in the Midwest and the nation.
 - *Internal equity*: Faculty of similar rank, seniority and productivity should be compensated similarly.
 - *Merit*: Merit links productivity to compensation. Faculty who are productive should be rewarded appropriately. As noted above, productivity needs to be evaluated in multiple academic missions.
- A fifth **principle** that each department must define the basis on which merit is defined.

IUSM and IUPUI Promotion and Tenure Requirements

For the academic component of each faculty member's time and compensation, productivity must be defined in alignment with the broader institutional reward system for academics: promotion in academic rank, and tenure for those on the tenure track. To advance in rank, tenure track faculty must demonstrate excellence in either research, teaching, or service, with satisfactory performance in the other two areas. Clinical track faculty must demonstrate excellence in either teaching or service, with satisfactory performance in the other area. The standards for defining excellence and other promotion and tenure requirements are available at: www.faculty.medicine.iu.edu (IUSM) and <http://faa.iupui.edu/newFaa/pandt.asp> (IUPUI).

Toward these ends, the DFM compensation policy includes the following four components:

1. Clinical Productivity:
 - a. Defined under the Indiana University Health Physicians Contract
2. Academic Rank:
 - a. Total academic compensation will be benchmarked according to the AAMC salary scales published annually. Ideally, faculty salaries will fall between the 50th and 75th percentiles of the AAMC benchmarks and will be allocated based on their time spent in academic endeavors.
 - b. When a faculty member is promoted in academic rank, the salary increase will be through benchmarking according to the most up-to-date AAMC rank percentiles.
 - c. Faculty members with additional formal degrees or training (eg. CAQ, MPH, OB fellowship, etc.) will be considered for an increase in base pay at the discretion of the Chair. This amount will not be continued should the faculty member cease the activity and/or the credential is not maintained.
3. Administrative Supplements:
 - a. For faculty with administrative leadership roles, additional pay will be considered in the form of administrative stipends linked specifically to success in the leadership role. The additional pay will not be continued when the faculty member no longer holds the leadership position. The amount of the stipend will vary depending on the role, level of responsibility, measurable successes and consistency within the IUSM and other Midwest departments of family medicine (when data is available).
 - b. Leaders will be expected to comment on their leadership development and accomplishments during their annual review. To assist in professional development, leadership 360's may be conducted on a periodic basis.
4. Merit pay for academic productivity:
 - a. Pool of funds for merit pay is dependent on the financial stability of the department for the educational and research missions.
 - b. Merit pay is based on a point system which incorporates academic productivity and citizenship/professionalism, as defined below.
 - c. Points will be calculated during the faculty member's annual review with input from the Division Director and/or Chair.

RESEARCH AND SCHOLARSHIP (Maximum 10 points. Based on date of submission. Non-competitive contracts and grants will be evaluated individually by CORE)

Merit for Excellence in Research Mission can be achieved through the following:

- R.1 Champions a grant or QI project at one of the DFM clinical sites.....1 point
(1 point per project, maximum 3 points/year in this category)
- R.2 Submits a grant as PI or Co-PI
 - 10-99k.....1 point
 - 100-999k.....2 points
 - >999k.....3 points
- R.3 Obtains funding for a substantial portion of their time by research grants for a minimum period of one year (combined total monthly % of coverage/# of months).
 - 20-30%.....1 point
 - 30-60%.....2 points
 - >60%.....3 points
- R.4 Co-investigator or PI obtains grant with Indirects that flow to the department:
 - >50% Indirects (full).....2 points
 - >30% Indirects(Mid).....1 point
- R.5 Productive in peer-reviewed or invited presentations:
 - Presentation in national meeting STFM, NAPCRG, AAFP, AAMC (others to be determined by Research Director).....1 point
- R.6 Publications (include citations):
 - Peer reviewed journal.....2 points
 - Peer reviewed electronic databases (MedEd Portal, FMDRL, etc).....1 point
- R.7 Publication or Editorship of a book, chapter, monograph, or white paper (depends on contribution and size of project and must be negotiated with Division Director and Department Chair in advance of the project. Citations must be included).....TBD
- R.8 Awards and recognition: publication in a top tier journal JAMA, NEJM, Annals of FM, Academic Medicine, AJPH. (include citations).....3 points
- R.9 Co-PI or PI promotes collaborative research in grant awards
 - Includes other DFM faculty members on a grant > 15% (combined total monthly % of covg/# of months).....1 point
- R.10 Participate on Editorial Review Boards of Peer Review Publication.....1 point
- R.12 Serve on a grant review committee (Points determined by Research Director)
 - Local.....1-3 points
 - National.....1-3 points

MEDICAL STUDENT & RESIDENT EDUCATION (Maximum 10 points)

Merit for Excellence in Medical Student Education Mission can be achieved through the following:

- MSE.1 Demonstrates excellence in Medical Student Teaching
 - Clerkship didactics: Greater than 3 presentations per year with evaluations demonstrating excellence (mean>4.5).....1 point

- MSE.2 Demonstrates excellence in Medical Student Teaching (must have Clinical precepting: Minimum 2 students per year with evaluations demonstrating excellence (mean>4.5).....1 point

- MSE.3 Demonstrates excellence in Medical Student Teaching
 - Receive overall teaching rating of ICM large group lecture above the mean for all lecturers for ICM.....1 point
 - Receive overall teaching rating of ICM small group Precepting, using MECA evaluation, mean of 7 constructs is above the mean for discipline1 point

- MSE.4 Faculty Advisor for IUSM Student Interest Group.....2 points

- MSE.5 Serve as Competency Director.....1 point

- MSE.6 Curriculum (will be presented to CORE to distinguish new vs. re-worked curriculum)
 - Develops new Competency Curriculum.....1 point
 - Develops new PBL/TBL/OSTE/OSCE case.....1 point
 - Develops new or significantly changes elective curriculum.....1 point
 - Develops new clerkship curriculum.....1 point
 - Develops new intersession curriculum.....1 point

- MSE.7 Receives Teaching Awards
 - IUSM.....1 point
 - National.....2 points

MEDICAL STUDENT & RESIDENCY EDUCATION (CONTINUED)

Merit for Excellence in Resident Education Mission can be achieved through the following:

- RE.1 Demonstrates excellence in Resident Clinical Teaching (minimum 5 Outpatient and Inpatient evaluations)
 - Receive overall teaching rating demonstrating excellence (mean>3.5).....1 point
 - Receive overall teaching rating demonstrating excellence (mean>3.8).....2 points

- RE.2 Leading/Lectures in Resident Didactic Teaching
 - Greater than 4 times per year with evaluations demonstrating excellence (>4.5).....1 point
 - Greater than 7 times/year with evaluations demonstrating Excellence (>4.5).....2 points

- RE.3 Mentoring Resident Research Projects* (rolling calendar year)
 - Mentoring 2 projects.....1 point
 - Mentoring 3-4 projects.....2 points
 - Mentoring 5-6 projects.....3 points
 - *as determined by Residency Director (based on time, quality, & outcomes)

- RE.4 Curriculum Development (will be presented to CORE to distinguish new vs. re-worked)
 - Develops rotation curriculum.....1 point
 - (includes Goals & Objectives, Evaluation process, identifying and educating supervisory faculty, pre and post testing where appropriate. Pending Residency Director Review)

- RE.5 Receives Teaching Awards
 - Faculty of the Year (resident awarded).....1 point
 - Clinician Educator of the Year (peer awarded).....1 point
 - Alvin Haley Award.....1 point
 - Other awards to be reviewed by CORE

SERVICE TO THE DISCIPLINE, DEPT, UNIVERSITY (Maximum 10 points)

Merit for Excellence in Service can be achieved Through the Following:

- S.1 Enhances the Department’s local, state and national reputation
Serves on a state/national group that will enhance the reputation of the department. This includes BOD/Committees of AAFP, STFM, NAPCRG, AFPRD, etc. (Revised by the CORE regarding qualifying activities and appropriate point values. Cap of 3 points).....TBD
- S.2 Chairs a standing IUSM/IUPUI committee.....1 point
- S.3 Good citizenship/volunteerism (max of 2 points).....discretionary
- S.4 Governance and Decision making.....discretionary
- S.5 Faculty Development Activities (Requires Chair and/or Faculty Development Director Review and Approval)
IUSM Faculty Development Participation (Attendance at 5 or more DFM or OFAPD events (combined).....1 point
External Faculty Development Fellowship (e.g. NIPDD, MSU).....2 points
- S.6 Leadership and new initiatives.....discretionary