

UT College of Medicine & Life Sciences and University of Toledo Physicians, LLC Faculty Compensation Plan Implementation Summary

2018-2019

UT Academic Salary

Teaching Component

1. Faculty members meeting student satisfaction criteria from AY 2017-2018 will receive a bonus in FY 2018-2019. Faculty members must have a minimum of 10 student evaluations to be eligible and a student evaluation average score of at least 4.5. The College of Medicine will budget in FY2019 funds for the bonus.
2. Academic base salaries will not be adjusted in AY 2018-2019 based on contact hours. The total number of direct student/learner teaching (non-clinical) hours for AY 2017-2018 will be assessed and compared to the CARTS effort assignment for FY 2018-2019. Effort may be reassigned or salary may be adjusted in July 2019 for 2019-2020 academic year. .1 FTE = 45 direct contact hours.

Research Component

1. Faculty members with more than 50% research effort will be expected to support at least 25% of their research effort from grant funds. Department Chairs to assess faculty with more than 10% research effort and less than 50% research effort that have not been extramurally funded for accurate CARTS assignment.
 - a. Faculty members exceeding 25% will be eligible for incentive equivalent to .5% for every additional 1% of salary covered.
 - b. Faculty members that are not covering 25% of their research effort from grant funds may have their salaries reduced up to 4% in FY 2018-2019, unless mitigated by any of the following:
 - Faculty members will accrue 0.5 years of bridge funding for each year that 25% or more of their total salary was grant funded, up to a maximum of 2.5 years. Eligibility is based on July 1, 2018 and will be considered up to five years prior on an ongoing basis. The credit for bridge funding will be based on the length of time that grant-funded salary coverage was in place, and the prior percentage of salary covered.
 - Faculty that have demonstrated efforts to acquire or renew grants through multiple RO1, or equivalent, grant applications during the prior 18 months may not have a salary adjustment in FY 2018-2019.
 - Faculty members with salaries below 85% of the AAMC median by department and rank will not be adjusted.

UTP Compensation

1. Faculty members who meet patient satisfaction criteria for FY 2017-2018 time period will receive a bonus in FY 2018-2019. The criteria are: Faculty members must have a minimum of 30 Press Ganey patient survey responses during the defined time period to be eligible for bonus, and must achieve a score at or above the 50th percentile for the "Rate the Provider" CG-CAHPS question, per the University of Toledo's CG-CAHPS survey structure.

UT Academic Salary

Teaching Component

1. Faculty members meeting student satisfaction criteria from AY 2018-2019 will receive a bonus in FY 2019-2020. Faculty members must have a minimum of 20 student evaluations to be eligible and a student evaluation average score of at least 4.5. The College of Medicine will budget in FY2020 funds for the bonus.
2. Academic base salaries may be adjusted (4% +/-) in AY 2019-2020 based on contact hours. The total number of direct student/learner teaching (non-clinical) hours for AY 2018-2019 will be assessed and compared to the CARTS effort assignment for FY 2018-2019. .1 FTE = 45 direct contact hours.

Research Component

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 - a. Faculty members exceeding 25% will be eligible for incentive equivalent to .5% for every additional 1% of salary covered.
 - b. Faculty members that are not covering 25% of their research effort from grant funds may have their salaries reduced up to 5% in FY 2019-2020, unless mitigated by any of the following:
 - Faculty members will accrue 0.5 years of bridge funding for each year that 25% or more of their total salary was grant funded, up to a maximum of 2.5 years. Eligibility is based on July 1, 2019 and will be considered up to five years prior on an ongoing basis. The credit for bridge funding will be based on the length of time that grant-funded salary coverage was in place, and the prior percentage of salary covered.
 - Faculty that have demonstrated efforts to acquire or renew grants through multiple RO1, or equivalent, grant applications during the prior 18 months will not have a salary adjustment in FY 2019-2020.
 - Faculty members with salaries below 85% of the AAMC median by department and rank will not be adjusted.

UTP Compensation

1. UTP salaries will be calculated based on a work unit methodology that best reflects the faculty member's clinical work.
2. Faculty members who meet patient satisfaction criteria for FY 2018-2019 time period will receive a bonus in FY 2019-2020. The criteria are: Faculty members must have a minimum of 30 Press Ganey patient survey responses during the defined time period to be eligible for bonus, and must achieve a score at or above the 50th percentile for the "Rate the Provider" CG-CAHPS question, per the University of Toledo's CG-CAHPS survey structure.
3. Department Chairs in departments where CG-CAHPS is not applicable will submit alternative criteria and metrics to be used to determine their faculty members' eligibility for bonus. The criteria and metrics must be approved by UTCOMLS.
4. UTP will reserve 2.5% of the UTP group collections to be distributed based on defined patient satisfaction criteria (e.g., using CG-CAHPS or other, as described above). Patient satisfaction bonuses will occur semi-annually and will be weighted based on the faculty members that meet patient satisfaction criteria. Bonus criteria will be re-evaluated annually.