



UWMF Compensation Development Committee

December 7, 2021, 4:30 - 6:00 PM

WebEx: <https://uwhealth.webex.com/uwhealth/j.php?MTID=mba134081ad97afc7d95bc6df7d6312d8>

Meeting number: 2621 386 9199 // Password: 120721

Telephone: 1-415-655-0003 US TOLL // Access code: 2621 386 9199

****ADVANCE MEETING MATERIALS ARE POSTED FOR REFERENCE. OCCASIONALLY, THE POSTED MATERIALS DO NOT REFLECT CHANGES MADE SHORTLY BEFORE OR DURING COMMITTEE MEETINGS. THE FULL COMMITTEE MINUTES ARE THE OFFICIAL RECORD OF FINAL COMMITTEE ACTION****

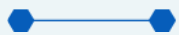
UWMF Compensation Development Committee - December 7, 2021 - Public Meeting Notice

Agenda

4:30 PM	<hr/> I. Call to Order Dr. Cristopher Meyer	
4:31 PM	<hr/> II. Meeting Minutes - Open Session Dr. Cristopher Meyer	Approval
4:32 PM	<hr/> III. Physician Compensation Plan Guidelines Ms. Kelsie Doty	Update
4:37 PM	<hr/> IV. Compensation Plan Review Checklist Dr. Cristopher Meyer, Ms. Lisa Kurth	Update
	<p style="text-align: center;">Presentation - Compensation Plan Review Checklist</p>	3
4:52 PM	<hr/> V. Closed Session Motion to enter into closed session pursuant to Wisconsin Statutes section 19.85(1)(e) for the discussion of the following confidential matters, which for competitive reasons require a closed session: review and approval of closed session meeting minutes, discussion of Compensation Development Committee Compensation and Productivity Benchmarks Workgroup data, and review and discussion of UW Health's clinical department's fair market value data.	
5:55 PM*	<hr/> VI. Return to Open Session (*Time noted is approximate)	
5:57 PM*	<hr/> VII. ACTION: Compensation Development Committee - Compensation and Productivity Benchmarks Workgroup Dr. Cristopher Meyer (Motion to endorse approval of the Compensation and Productivity Benchmarks Workgroup recommendations as discussed in Closed Session) (*Time noted is approximate)	Endorsement
6:00 PM*	<hr/> VIII. Adjourn (*Time noted is approximate)	

Compensation Plan Review Checklist

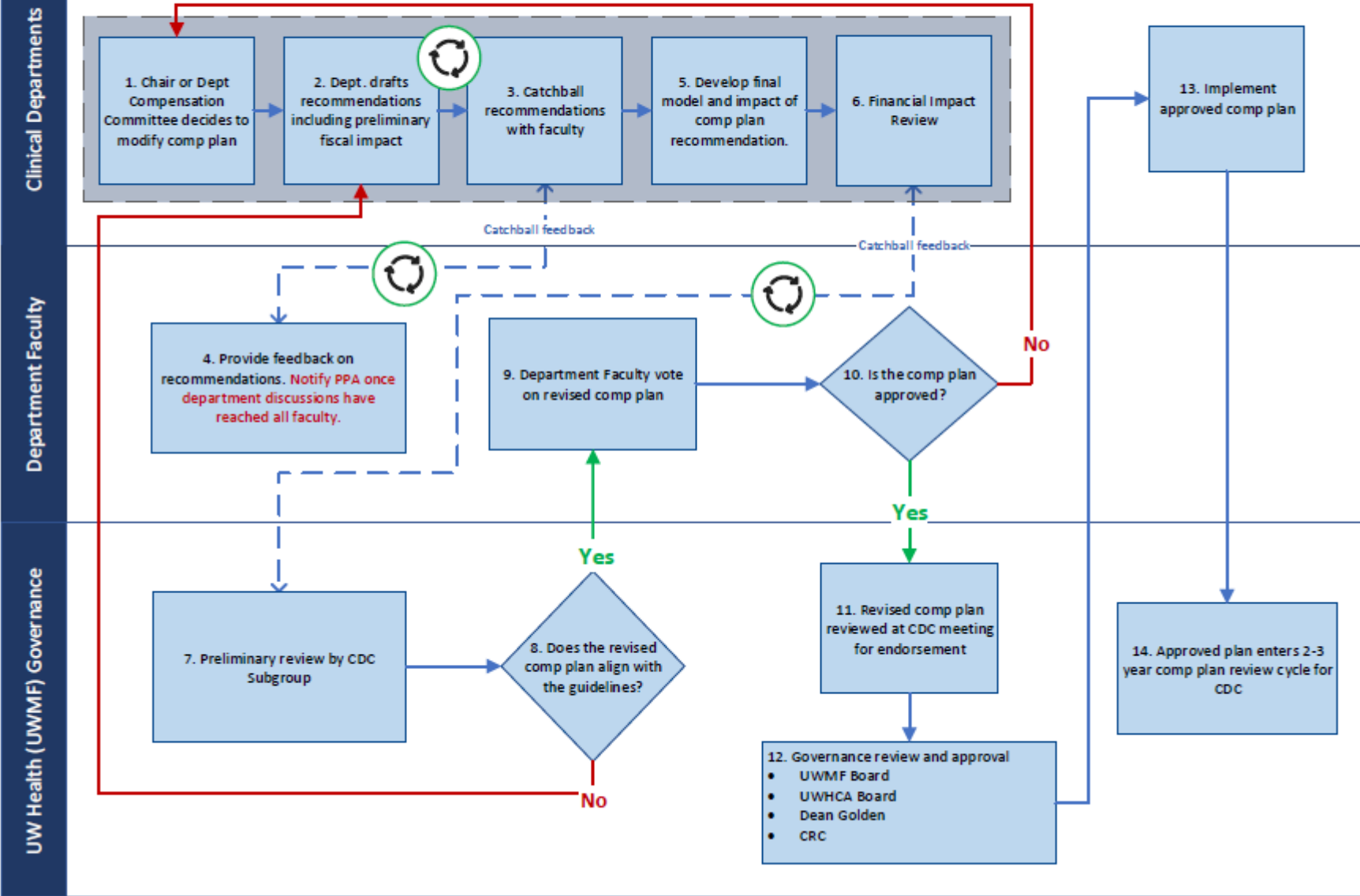
Tuesday, December 7, 2021



Compensation Plan Guidelines Implementation Workflow

All Plans must be updated for implementation no later than July 1, 2024 (FY25)

Practice Plan Leadership: Informal reviews/questions can be requested of PPA to support the development of the comp plan and fiscal impacts



New Compensation Plan Review Process

- **PPA will provide initial coordination:**
 - Collect forms
 - New Department Faculty Compensation Plan
 - Department Compensation Plan Review Form
 - New Compensation Plan CPG Template Checklist
 - Complete initial review
- **CDC Subgroup review**
 - Review forms
 - Provide summary of recommendations, if applicable

Department Compensation Plan Review Form

1. Please outline the significant changes made to the actual compensation methodology/calculations compared to the existing compensation plan, if applicable.
2. X Component - Fixed
 - a. What are the primary productivity metrics; both academic and clinical?
 - b. Is the plan agnostic to clinical individual charges or collections?
 - c. If a benchmark is used to determine the X Component, what is the source?
 - d. If a benchmark is not used, what is the metric and/or process to determine the X Component?
3. Y Component – Variable Component
 - a. What are the Faculty Professional Expectations to be eligible for Y?
 - b. What are the data sources utilized to report/calculate academic productivity?
 - c. What are the measures and methods to achieve clinical individual physician target “Y” compensation?
 - d. How does the plan account for external sources, such as regional services, VA, legal, external contracts, etc.?

Department Compensation Plan Review Form (Cont.)

4. Z Component – Variable Qualitative
 - a. What is the review/approval process?
 - b. What percentage of total compensation is the “Z” component in your department?
 - c. What percentage is chair discretionary?

5. Describe your Department’s Compensation development and oversight process? (Please describe the involvement of the following in the process: Chair, DA, Vice Chair, Compensation Committee and make up of that committee).
 - a. Compensation plan development
 - b. Compensation plan revisions, going forward
 - c. Compensation plan annual administration
 - d. Compensation plan grievances

New Compensation Plan CPG Template Checklist

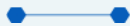
CPG Template Element	Dept Comp Plan Page #
1. Section 1 – Compensation Plan Overview	
a. UWH & SMPH Mission, Vision, Values	
i. Links – UW Health and SMPH	
b. Compensation Equity	
i. Links – UW Health and SMPH	
2. Section 2 – Faculty Professional Expectations	
a. Links – UW Health and SMPH - Conduct	
b. Clinical Documentation	
i. Links – UW Health – Policy 6.15	
3. Section 3 – Physician Compensation-XYZ Model	
a. X Component – Fixed	
i. Overview	
ii. Academic	
iii. Clinical	
b. Y Component – Variable Quantitative	
i. Overview	
ii. Academic	
iii. Clinical	
c. Z Component – Variable Qualitative	
i. Overview	
ii. Academic	
iii. Clinical	

New Compensation Plan CPG Template Checklist (Cont.)

CPG Template Element	Dept Comp Plan Page #
4. Section 4 – Other Elements	
a. Professional Income	
i. Links – UW Health – UWMF Bylaws Exhibit H	
b. Physician Administrative Roles (PAR)	
c. UW Health Payments Outside of Compensation Plan	
d. Leaves and Time Off	
i. Links – UW Health and SMPH	
1. Family Medical Leave (FMLA)	
2. Sabbatical	
3. Military Leave	
4. Paid Time Off and Holidays	
5. Parental Leave	
e. New Hire Guarantees	
f. Separation	
i. Voluntary	
ii. Involuntary	
5. Section 5 – Compensation Plan Operations	
a. Frequency of Payment Updates	
b. Production Statements	
c. Department Compensation Committee Structure	
i. Links – UW Health – UWMF Bylaws Exhibit A	
d. Compensation Plan Amendments	
i. Links – UW Health – UWMF Bylaws Exhibit A	
e. Multiple Departments	
f. Catastrophic Event	
g. Grievance	
i. Links – UW Health – UWMF Faculty Compensation Grievance Procedure Policy	
6. Section 6 – Exclusions to Compensation Plan	
a. Department Chair Compensation	
b. SMPH Pay Plan and Furlough	



Appendix



Subgroup

- **Subgroup composition**
 - CDC Department Administrator Member
 - CDC Faculty Members – 3
 - PPA
- **Will utilize the same review subgroup for preliminary and final review**
 - Preliminary review will have a shorter turnaround time than historical reviews
 - Preliminary CDC subgroup review is the critical step. It precedes faculty vote and must be thorough to avoid change requests after a department faculty vote