UWMF Compensation Review Committee

February 24, 2021, 2:30 - 4:00 PM

WebEx: https://uwhealth.webex.com/uwhealth/onstage/g.php?MTID=e07e328c59736fd49d26be879e94839b9

Meeting number: 120 991 0419 // Password: 022421


**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**
# Agenda

<table>
<thead>
<tr>
<th>Time</th>
<th>Item</th>
<th>Action</th>
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<tbody>
<tr>
<td>2:30 PM</td>
<td>I. Call to Order</td>
<td>Mr. Ronald Anderson</td>
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<tr>
<td>2:31 PM</td>
<td>II. Meeting Minutes - Open Session</td>
<td>Mr. Ronald Anderson</td>
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<td>2:32 PM</td>
<td>III. UWMF Compensation Development Committee Annual Report</td>
<td>Dr. Cristopher Meyer</td>
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<td>Presentation - UWMF Compensation Development Committee Annual Report</td>
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<td>2:55 PM</td>
<td>IV. Closed Session</td>
<td>(Materials Available to Members Only)</td>
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<td>Motion to enter into closed session pursuant to Wisconsin Statutes section 19.85(1)(e) for the discussion of confidential matters, which for competitive matters require a closed session, and pursuant to Wisconsin Statutes section 19.85(1)(c), which authorizes closed session for consideration and discussion of compensation data, for discussion of the following: review and approval of closed session minutes, and Physician Faculty compensation above the 90th Percentile (FY20).</td>
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<td>3:58 PM</td>
<td>V. Return to Open Session</td>
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<td>3:59 PM</td>
<td>VI. ACTION: Physician Faculty Compensation above the 90th Percentile (FY20)</td>
<td>Mr. Ronald Anderson</td>
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<td>(Motion to approve Physician Faculty compensation above the 90th percentile [FY20] as reviewed and discussed in Closed Session)</td>
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<td>4:00 PM</td>
<td>VII. Adjourn</td>
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Membership

• New Committee Chair and Vice-Chair effective mid – year:
  • Dr. Cris Meyer, Chair
  • Dr. Carter Ralphe, Vice-Chair
• Committee members:
  • 2020 – of the 4 terminating positions, 3 were renewed and 1 new member added
  • 2021 – of the 3 terminating positions, 1 was renewed and 2 new members being added and filled an open Public Board member position
• Department Administrator members remain the same for both 2020 and 2021
Attendance

- 2020 meetings scheduled monthly rather than bimonthly
- Only 6 meetings occurred due to focus on COVID response and CPG development
- Overall participation – 79%
  - Historical average between 78% and 87% (2017 – 2019)
Committee Activity

- Departmental plans reviewed and approved:
  - Department of Anesthesiology - Pain Management Program Addendum (new compensation plan)
Committee Activity (cont.)

- Compensation Plan Guidelines (CPG) Workgroups work continued
  - Develop standard and strategic guidelines for the clinical departments to incorporate into departmental faculty physician compensation plans
  - Five workgroups have been meeting monthly, except for 3-month hiatus due to COVID
    - Steering Team
      - Academic Workgroup
      - Clinical Workgroup
      - Foundational Workgroup
      - Strategic Workgroup
  - All workgroups have completed the first two phases of current state assessment and information gathering, and synthesize information and analysis
  - Currently working on phase three – development of future state
  - Complete implementation and evaluation date modified from July to September 2021
Committee Activity (cont.)

- Special topics/guest speakers:
  - Primary Care Compensation Plan Development and Operational Process - Drs. Matt Anderson, Sandy Kamnetz and Elizabeth Trowbridge
  - Fair Market Review Process – Ms. Lisa Kurth
  - Value-based Care: HealthCare Financing, Health Policy and Population Health – Dr. Jonathan Jaffery and Mr. Mark Johnson
  - COVID-19 Impact on Compensation – Ms. Kelsie Doty
  - Mission-based FTE – Dr. Elizabeth Trowbridge
CDC – RVU Workgroup Report

• Revised UWH gap-filling process for services billed as global (no modifier), professional only (modifier 26) or technical only (modifier TC)
  • Aligns work, practice expense and malpractice RVUs consistent with CMS process
  • Only applied to codes with no CMS RVUs assigned
  • Primarily radiology, diagnostic procedures and laboratory services
• Improve process to gap-fill RVUs of services billed with “unlisted code”-currently no CMS assigned RVUs to these codes
  • Used for wide range of services across departments/providers
  • Wide range of fees billed for individual cases
  • Current process uses average charge does not calculate equitable RVUs across the spectrum
  • Implementation date TBD
CDC – Provider Benchmark Workgroup

• The workgroup is charged with reviewing and recommending to the CDC standard sources and processes associated with compensation and productivity benchmarks used by UW Health and SMPH for business analysis and decision making.

• Dr. Dan Bennett and Kelsie Doty have been appointed leads for this new workgroup

• Membership has been determined

• Kick-off meeting delayed to January 2021 due to COVID-related priorities
2021 Proposed Work Plan

• Review and endorse CPG Workgroup proposal(s)
• Review and modify compensation plan review process
• Review and modify compensation plan faculty survey
Questions