General Faculty Compensation Plan
Goal

- To incentivize faculty to exceed established productivity benchmarks.
- To encourage faculty to work cohesively to ensure overall fiscal success of their respective divisions and departments.
- To make available discretionary funds to departments to encourage development and expansion of programs.
- To help secure fiscal growth and success of the practice plan (UFJPI).
- To support the mission of the College of Medicine/Jacksonville.
Plan Requirements

- UFJPI must finish the fiscal year with a positive variance to budget.
- Dean determines the total UFJPI funds which can be allocated to the plan.
- If UFJPI has <100 days is cash, the amount allocated by the Dean cannot exceed 50% of the positive variance.
- Each faculty is assigned a productivity target at the beginning of the AY (FY) based on Gross Charges.
- Totals for all faculty in a division and/or department must equal the budgeted Gross Charges for their respective division/department for the FY.
- Department Chairs are not eligible to participate in the individual incentive or departmental bonus distribution.
- Sr. Assoc. Deans with <0.5 clinical FTE are not allowed to participate in the individual incentive or departmental bonus distribution.
- The total distribution from all funds, to any individual faculty, cannot exceed $50,000.
Funding Distribution

Once the Dean determines the amount of funds to be allocated, those funds are divided into 3 pools:

- Individual and Unit Productivity Incentive Pool (60-40%)
- Departmental Bonus Pool (40-60%)
- Chair Bonus Pool (5%)
Qualifying Requirements, Individual Productivity Incentive

- Must be in a benefits-accruing faculty position with UFCOM/J.
- Must have an assigned productivity target (Gross Charges).
- Must have, at a minimum, “Achieves Performance Standard” on annual performance evaluation.
- Must be a faculty member at time Incentive/Bonus is paid (October/November)
- Must have met and exceeded assigned Gross Charges target.
Departmental Bonus

- Department must finish the FY with a positive variance to budget.
- Chair may put aside up to 10% of the pool into a PSA account to be used for discretionary funding in support of faculty activities and departmental programs.
- 100% of the funds (less any portion placed in a PSA account) must be distributed to eligible faculty.
- Any departmental funds not distributed due to non-qualifying faculty (low evaluation score, no long employed, etc.) can be placed into a departmental PSA account to be used for faculty development, etc.
- Chair is not eligible for distribution of these funds.
- The awards to the faculty are based on Merit.