

# Compensation Plan

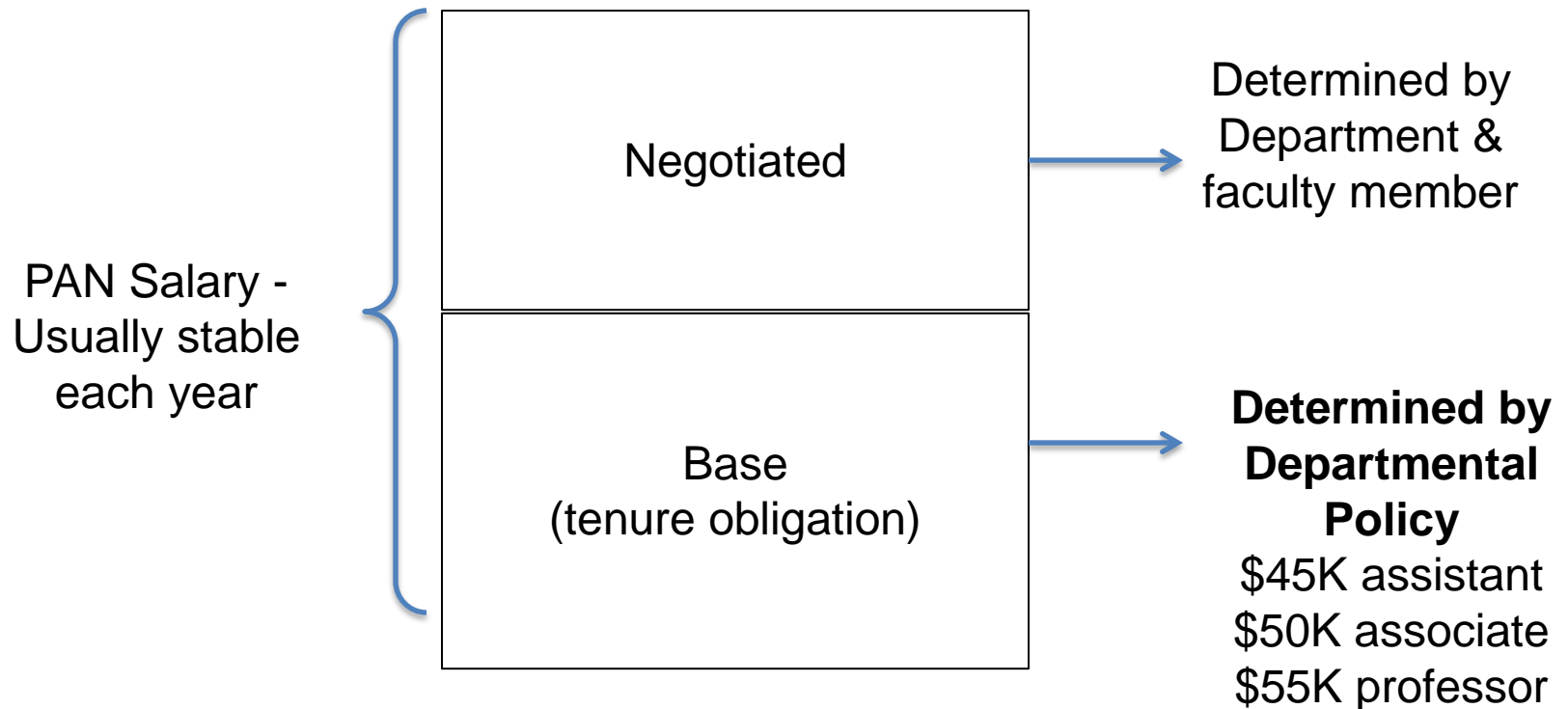
# Dermatology Department

## University of Utah

John J. Zone M.D.  
Chairman of Dermatology  
and  
Mission Based Management



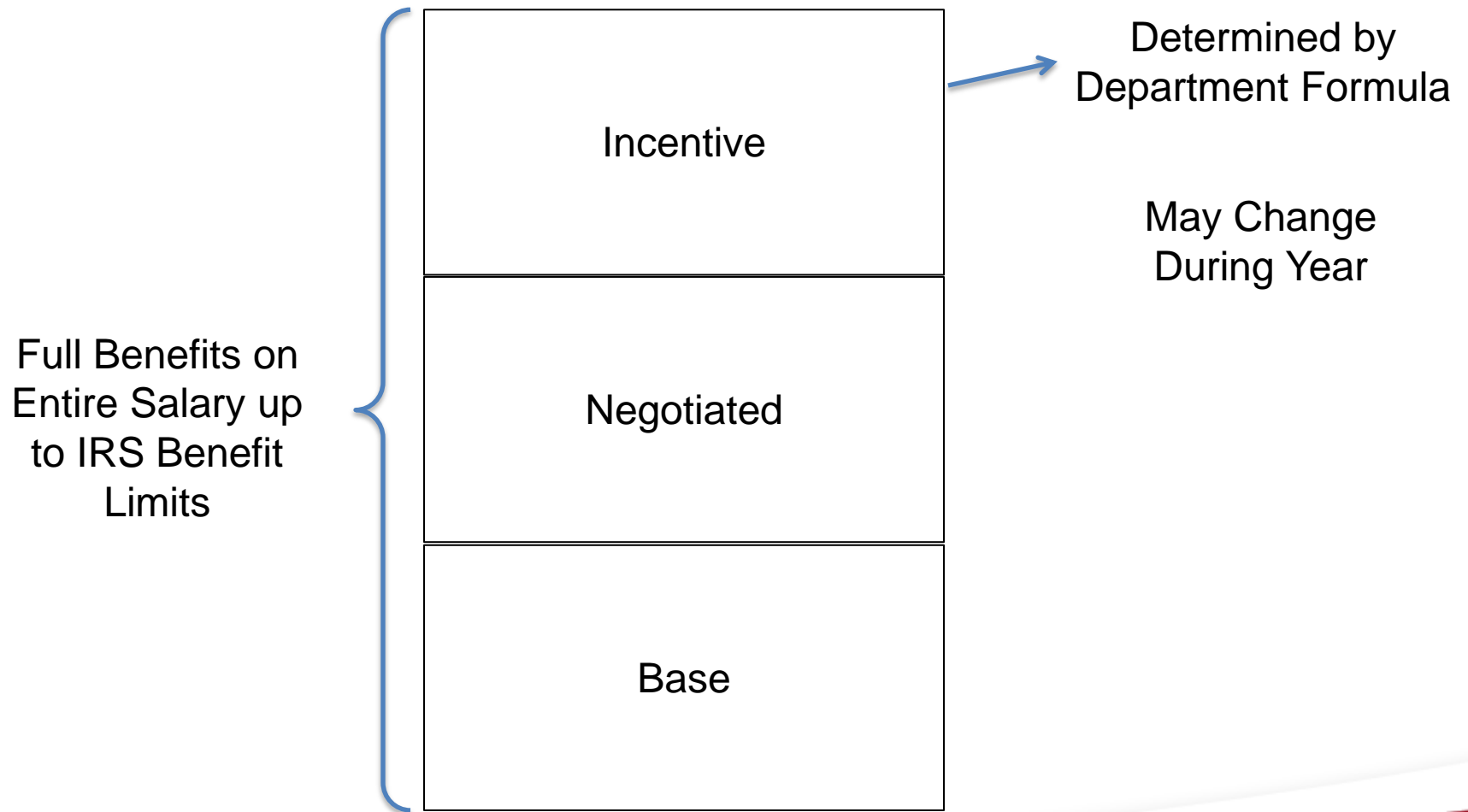
# Traditional Compensation Plan



PAN: Personnel Action Notification

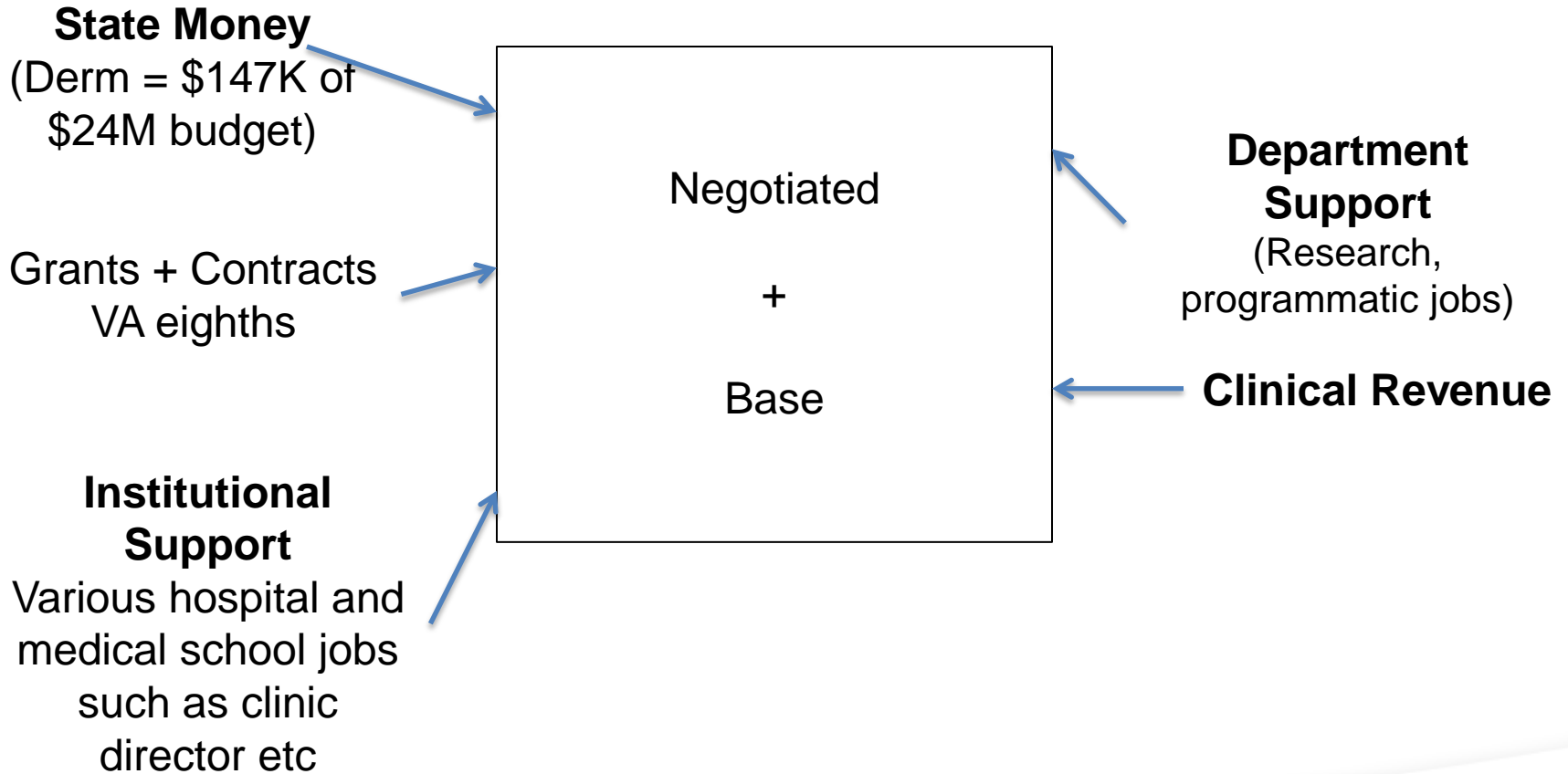


# Traditional Compensation Plan with Incentive

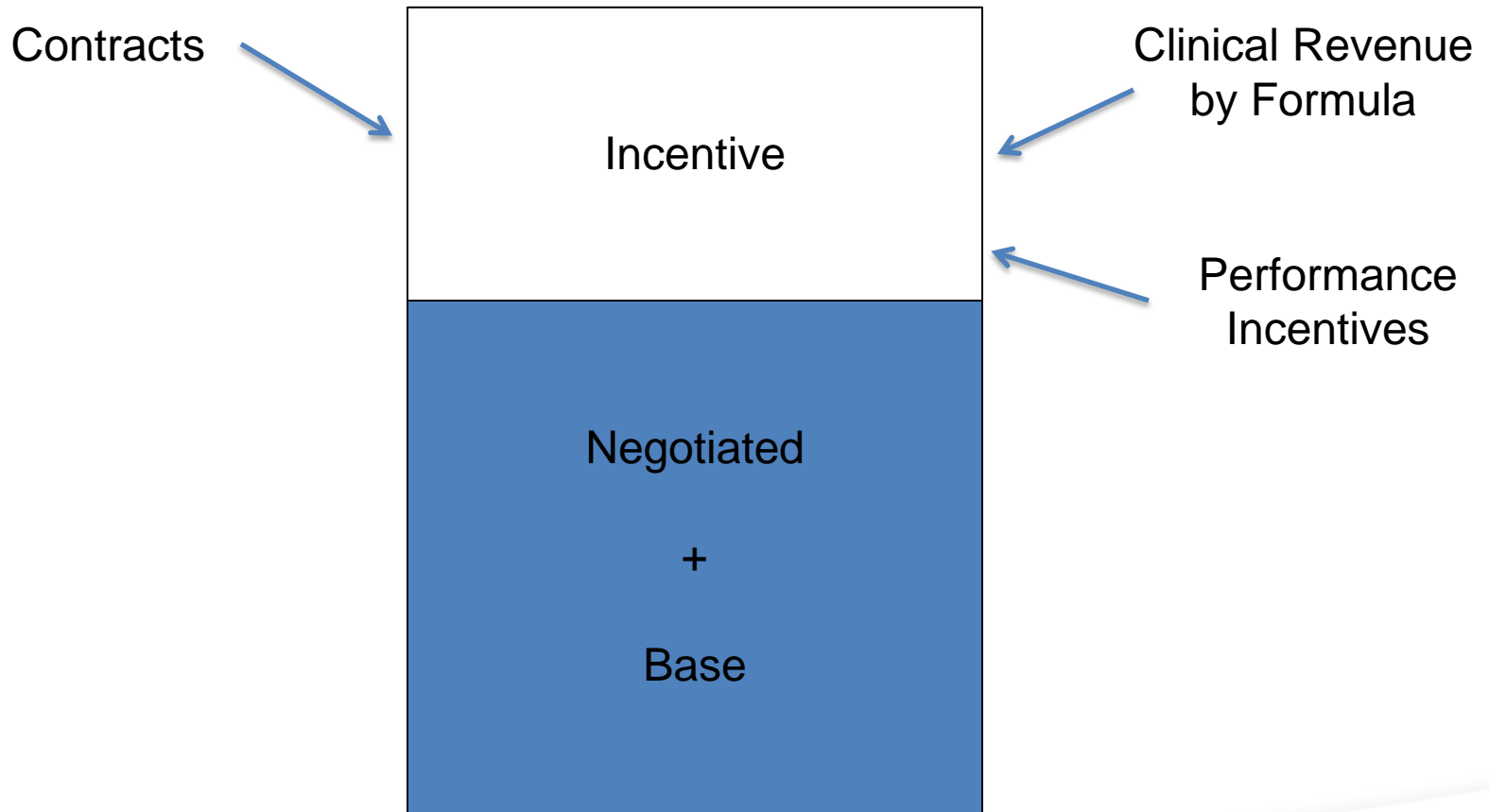


# SOM Traditional Method to Fill Buckets

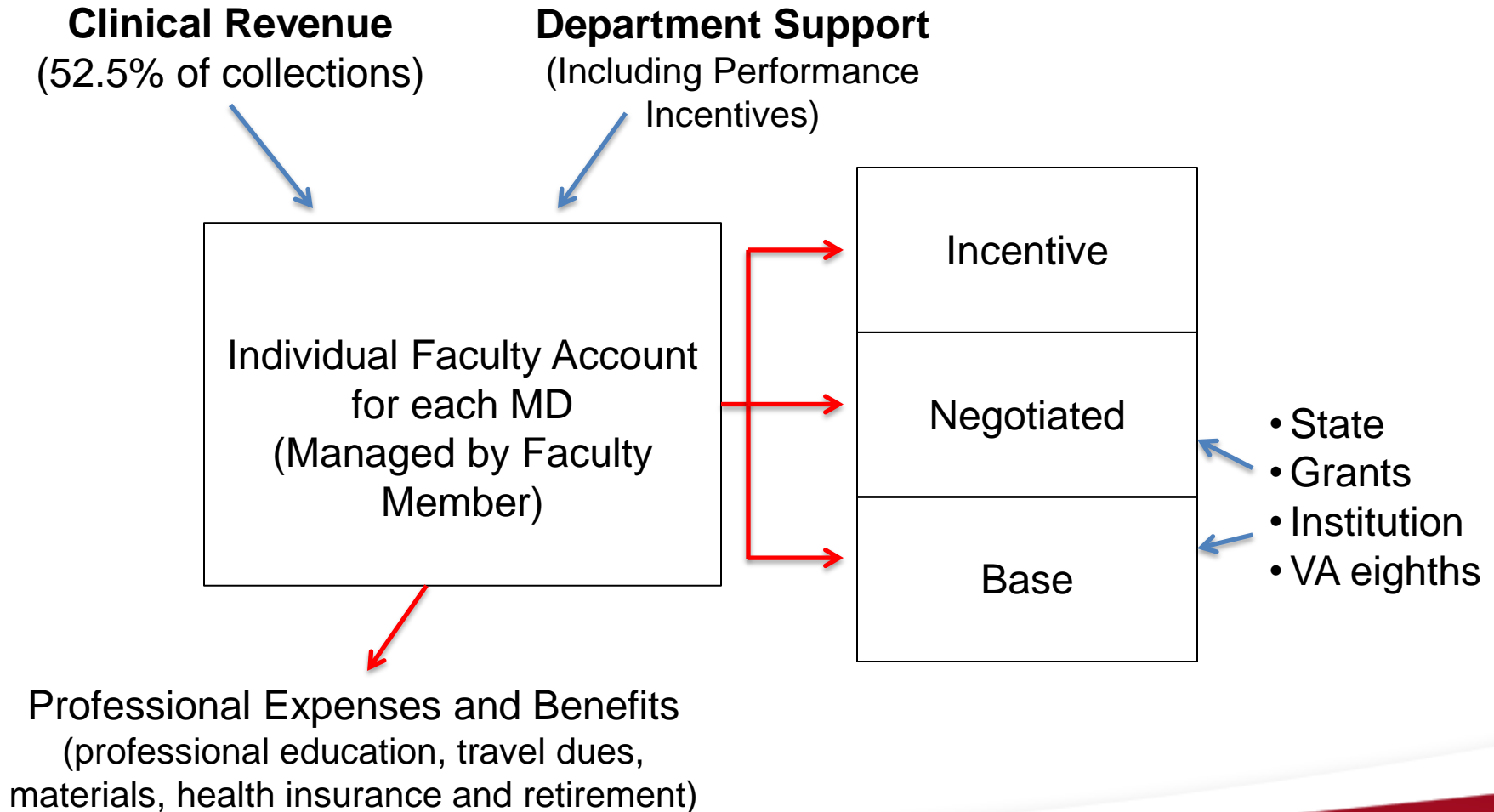
## Base + Negotiated



# SOM Traditional Method to Fill Buckets Incentive



# Traditional Faculty Accounting Method



# Strengths

- Faculty manages own finances
- Direct control of clinical productivity incentives
- Chair does not need to monitor travel etc
- Faculty can work clinically as little or as much as they desire

# Weaknesses

- **Confusing** for new hires and non- financially astute faculty
- Salaries can be very low or very high depending on productivity
- Difficult to sufficiently award good citizenship unless have sufficient marginal revenue

