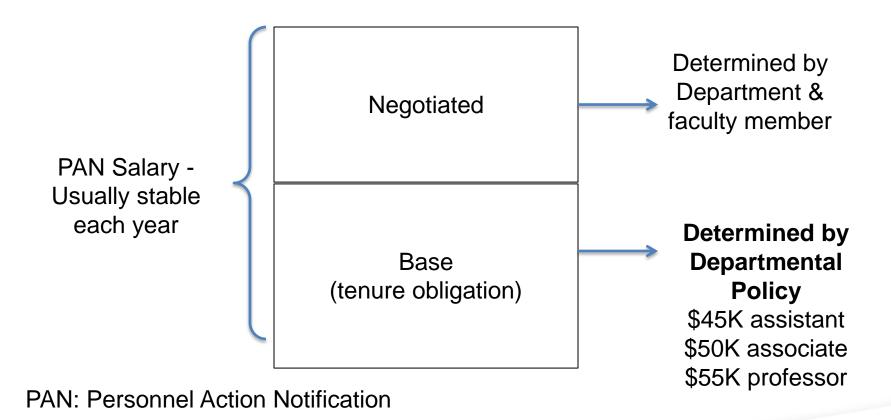
# Compensation Plan Dermatology Department University of Utah

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

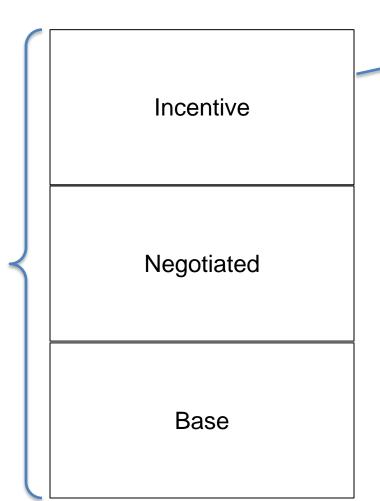


#### **Traditional Compensation Plan**



#### **Traditional Compensation Plan with Incentive**

Full Benefits on Entire Salary up to IRS Benefit Limits

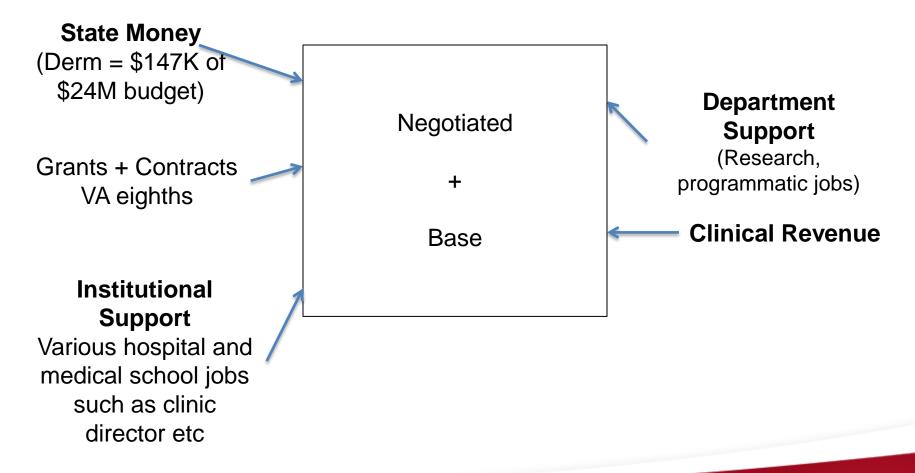


Determined by Department Formula

May Change During Year



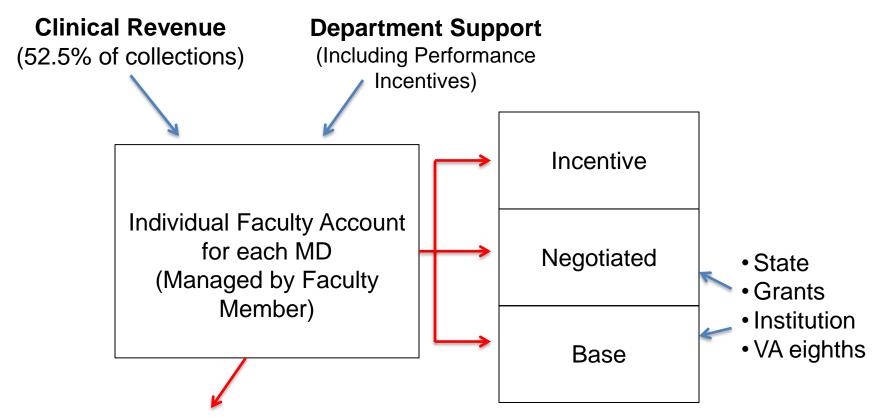
# SOM Traditional Method to Fill Buckets Base + Negotiated



## SOM Traditional Method to Fill Buckets Incentive

Contracts Clinical Revenue by Formula Incentive Performance Incentives Negotiated Base

### **Traditional Faculty Accounting Method**



Professional Expenses and Benefits (professional education, travel dues, materials, health insurance and retirement)



## 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

