

Vanderbilt University Medical Center
Department of Anesthesiology
The 2023-2024 Academic Achievement Award Program

Updated September 27, 2023

The goal of the Academic Achievement Award (AAA) Program is to encourage professional development and academic achievement by recognizing faculty on an annual basis that make substantive contributions to the Department in the areas of scholarship, education, and professional service that support the Department's mission and the development of its clinical faculty. Clinical productivity in the Department is rewarded through RVU-based productivity incentives. Scholarship, education, and professional service often preclude faculty from being clinical and thus decrease eligibility for clinical RVUs. The AAA program attempts to bridge this gap by rewarding faculty for materially contributing to these other core Departmental missions. This policy describes how faculty can qualify for the program and how the awards will be allocated. This document is divided into 3 sections: Program Objectives, Criteria for Award of AAA Points, and Award Levels.

PROGRAM OBJECTIVES

- I. Excellence in Scholarship
 - a. Enhance and maintain an environment of scholarship and inquiry with active research endeavors across the Department and an emphasis on dissemination of evidence
 - b. Demonstrate excellence in scholarship through:
 - i. Publication of original research, synthesis or review articles, especially in peer-reviewed journals
 - ii. Application for and receipt of peer-reviewed funding
 - iii. Publication or presentation of academic materials at national or regional professional and scientific meetings
 - iv. Active participation and leadership in national academic committees and organizations
- II. Excellence in Education
 - a. Devote sufficient effort to achieve excellence in the clinical education and training of students, residents, and fellows
 - i. Demonstrate effective participation in educational activities (e.g., ABA Exam preparation series, student, resident and fellow educational series, simulation workshops, journal clubs, and conferences)
 - ii. Create an educational environment conducive to achievement of learning objectives, including all elements of the ACGME competencies
 - b. Create innovative educational curricula and tools, and disseminate the content and results beyond Vanderbilt (e.g., new format for online enduring materials for the flipped classroom model)
 - c. Serve effectively as mentors to faculty, fellows, and residents
 - d. Achieve proficiency as educators (i.e., based on evaluations from students, residents, and fellows)
 - e. Serve as effective departmental representatives and leaders at intramural and extramural education meetings and programs
- III. Professional Service
 - a. Contribute to service activities and educational programs of the Department, Medical Center, University, and national and regional professional organizations
 - b. Serve in leadership roles in national and regional professional or scientific societies or related organizations

CRITERIA FOR AWARD OF AAA POINTS

Minimal Eligibility Criteria

1. Payment for earned AAA Shares (see below) is contingent on the Physician's continued employment at VUMC through September 1st (eligible for September paycheck which is paid on the first business day of October) of the subsequent academic year.
2. No faculty shall receive otherwise earned AAA Shares if they fail to provide the required 5 months' notice of resignation any time prior to the next scheduled payment or are terminated for cause.

Points will be awarded in the following categories:

- A. Demonstration of **Clinical Teaching Excellence:**
 1. Teaching Evaluation Score
 - a. Overall teaching mean score of 4.90 (with ≥ 6 unique Resident/Fellow/SRNA evaluations) – 100 points
 2. Mentorship
 - a. Resident Mentees as designated by Department Education Office (only) or primary Research Mentor of Department research trainees (e.g., BH Robbins Scholars, T32 trainees) as designated by the Vice Chair for Research/Director of the BH Robbins Program.
 - b. Other qualifying Research Mentees including PhD students, VA Quality Scholars, or post-doctoral fellows.
 - c. Mentoring of faculty through the Department's formal Mentoring Program or institutional/extramural mentoring programs (e.g., named as mentor on a K-award).
 - d. **Primary mentor for faculty in other VU/VUMC Departments or at other academic institutions with demonstrable evidence of mentoring.**
 - e. **IMPORTANT:** Documented evidence of mentoring is required. Reports of your meetings with each mentee may be requested by respective Vice Chair office (Education for resident mentees, Research for Departmental research mentees and PhD students, and Faculty Affairs for formal faculty mentees). Report should outline goals set, timelines established, and follow up of the same in subsequent meetings.
 - f. Unofficial (those not described above) mentoring of residents as well as mentoring of other learner groups (e.g., medical student clerkships, shadowing experiences, fellow mentoring, or undergraduate students) will not qualify for AAA points.
 - g. 50 points per mentee per year.
 - h. **Cap of 200 points in the mentorship sub-category.**
- B. Participation in **Formal Internal (VUMC) Education Encounters** (programs involving **approved VU trainees** – students, residents, fellows, staff nurses, respiratory therapists, etc.)
 1. For **Departmental** teaching, only **formal scheduled** lectures, conferences, official mock oral exams, simulation sessions, and other teaching events that appear on the official Department academic education calendar in TurnOut, maintained by the Education Office and that have been approved in advance by the Vice Chair for Educational Affairs will receive AAA credit.
 2. Credit **will** be given in this category for all extra-Departmental teaching and formal educational activities (e.g., to medical students, residents, fellows, and faculty) that are arranged through other Vanderbilt Departments, Centers, Schools, etc.
 - a. Extra-departmental teaching must be for formal scheduled sessions, and documentation must be available.
 - b. Department M&M, perioperative MM&I, and any lecture in any VUMC or VU department will be **in this category**.

- c. **NOTE:** Top university-level plenary talks at Vanderbilt University (e.g., Dean’s Lecture Series, Discovery lecture, Flexner lecture) and all Grand Rounds talks in our own or other VUMC Departments, should be listed in Presentations.
- 3. **Lectures, seminar sessions, workshops, simulation sessions or mock oral boards**
 - a. Lectures, seminar sessions, workshops, simulation sessions or mock oral boards lasting at least 30 and no more than 89 minutes – 20 points each
 - b. Lectures, seminar sessions, workshops, simulation sessions or mock oral boards lasting at least 90 minutes – **30 points each**
 - c. Department M&M and perioperative MM&I– 20 points each presenter.
 - d. **NOTE:** Talks to learners overseas in VUMC-affiliated or -sponsored educational activities (e.g., in Kijabe) will be considered internal teaching and fit in this category.
- 4. **IMPORTANT:** No AAA credit will be awarded for:
 - a. Unscheduled teaching of students and residents (including on rounds), regardless of the number of learners; this is considered part of routine daily work of all faculty.
 - b. One-on-one teaching of individual students and residents (including mock oral board exams not on the Department’s education calendar); this too is considered part of routine daily work of all faculty.
- 5. *Cap of 1000 points in this category.*

C. Multimedia Educational Materials

- 1. Online enduring material (e.g., videos, Adobe Captivate presentations, etc.) for medical students, residents, fellows, or CME – 50 points each.
 - a. These materials will include the online material as well as the pre- and post-session assessment and in-class experience materials (if paired with in-class experience, e.g., PBLD discussion guide).
 - b. For the full 50-point value, the resulting materials require a minimum of 1 hour of on-line learning with accompanying assessments (i.e., 4-5 pre/post-test questions, answers, justification, and references). Submissions without accompanying questions will be awarded 30 points each
 - c. Content and module outline for multimedia educational material created for resident trainees in the Department of Anesthesiology must be submitted to the **Vice Chair for Educational Affairs** or designee for review prior to being considered.
- 2. Videos and other alternative media materials intended primarily for external audiences will be considered in this category.
 - a. 50 points will be awarded.
- 3. Podcasts and substantive original content disseminated via social media for purposes of education of the intended audience will also fall in this category.
 - a. **50 points each will be awarded.**
- 4. *Cap of 800 points in this category.*

D. Educational Content Creation and Institutional and Departmental Quality Improvement

- Projects** - submissions in this category pertain to curriculum design, educational modules, quality improvement projects, organizing workshops or creation of knowledge assessment questions, including mock oral questions and simulation scenarios. Documentation will be required.
- NOTE:** Presentations in workshops or teaching of a curriculum should be documented in either the “lecture” section (internal VUMC) or “presentations” section (external to VUMC scope).
- 1. Credit can be awarded for the creation and implementation of a new curriculum only in the first year of implementation. No points will be awarded till the curriculum is fully implemented: 75 points

- a. A major overhaul of a substantive educational initiative by a faculty member different from the previous creator would also qualify in this category: 50 points
- b. To be awarded points for curriculum redesign for VUMC Anesthesiology trainees, faculty must submit a project description, anticipated time involved, and measurable outcomes of the curriculum to the Vice Chair for Educational Affairs during the planning phase for approval prior to its development.
2. Credit can be awarded for the creation and implementation of Institutional and Departmental Quality Improvement Project **only in the first year of implementation**. No points will be awarded till the project is fully implemented: 75 points.
3. Unique educational projects, teaching modules (first year of creation and implementation): 75 points
4. Organizing a workshop– **primary** organizer of a workshop is eligible for AAA points: for internal VUMC workshops (**including Intern Bootcamp, Critical Care Skills Week, etc.**) (75 points); regional organizations (100 points) and national/international organizations (150 points)
5. Creation and revision of mock oral exam questions: The questions will need to be submitted and approved by the Director of Mock Oral Program (Dr. Chestnut) and will involve 3 separate categories.
 - a. Creation of new exam stem including “3 additional topics”: 20 points
 - b. Major revision of existing exam stem: 10 points
 - c. Creation of 3 “additional topics” only: 5 points
6. Knowledge Assessment Questions- creation of these detailed questions will be considered in this category. Each question will require a stem question, answers with appropriate distractors, a statement of practice implications, a detailed rationale, and 2-4 references. Question items will need to be submitted and approved by the Education Office/Designee - 5 points for each completed and approved question (minimum 2 questions).
7. Creation of simulation scenarios- the scenarios will need to be submitted and approved by the Director of Simulation (adult or pediatrics): 75 points
 - a. **Revision of simulation scenarios- the scenarios will need to be submitted and approved by the Director of Simulation (adult or pediatrics): 50 points**
8. *Cap of 400 points in this category.*

E. **Formal Presentations** (invited or accepted) – only for the year in which they are given. This category is reserved for external presentation, institutional (VU/VUMC) high-profile plenary presentations and Grand Rounds (**not** MM&I; these should be documented under the Internal Education Encounters above), and courses offered at Vanderbilt that have mostly non-VU/VUMC attendees.

NOTE: Abstract presentations, whether poster or oral should be entered in the “Abstract” Category below and not in this section.

1. Adjust points for impact/significance
 - a. 150 points each
 - i. Honorific/Named Lectureship at an International or US Academic Meeting
 - ii. Honorific/Named Lectureship at an International or US Academic Institution
 - iii. Plenary speaker at a Major National/International Scientific Meeting / Subspeciality Meeting
 - b. 100 points each
 - i. Grand Rounds at an External International or US Academic Institution
 - ii. Visiting Professor at an External International or US Academic Institution

- iii. Presentation \geq 45- minute at a Major National/International Scientific Meeting / Subspecialty Meeting (e.g., ASA, IARS SCCM, AAPM, ASRA, SCA, AHA, SOAP, SAMBA, SEA)
 - iv. Workshop at a Major National/International Scientific Meeting / Subspecialty Meeting
 - v. National courses/workshops held at Vanderbilt sponsored by a National/International Organization (e.g., ASA-MOCA, SCCM-ICU Liberation or FCCS etc.)
 - c. 75 points each
 - i. Grand Rounds at an External US/International Community Hospital or Non-University Affiliated Hospital
 - ii. Plenary speaker at a Regional Meeting (e.g., TSA)
 - iii. Presentation \sim 15-30 minutes at a Major National/International Scientific Meeting / Subspecialty Meeting
 - iv. Presentation \geq 45- minutes at a Regional Meeting
 - v. Workshop at a Regional Meeting
 - d. 50 points each
 - i. Presentation for \sim 15-30 min at a Regional Meeting
 - e. 40 points each
 - i. Grand Rounds – Internal - Institutional or Departmental (Anesthesiology)
 - ii. Presentations at VUMC (any length)
 - iii. Workshops (Internal) or sponsored by VIA/VIGH/VUMC
 - iv. Presentations for International Universities/medical centers (invited talks sponsored by VIA/VIGH/VUMC)
 - v. External Grand Rounds for a For-Profit Organization
 - vi. Visiting Professor for a For-Profit Organization
 - vii. Presentations (any length) for a For-Profit Organization
- 2. **NOTE:** All for-profit lectures, regardless of topic or venue, will have a separate cap of 200 points per year.
- 3. Presentations include podium talks, oral presentations (do not include abstracts or posters in this category), panel presentations, PBLD, roundtable discussions etc.
- 4. *Cap of 1000 points in this category.*

F. Abstracts (Poster or Oral Presentations)

- 1. Adjust points by significance
 - a. High - 50 points each
 - i. Abstract at major national scientific or subspecialty meeting (e.g., ASA, IARS, SCCM, AAPM, ASRA, SCA, AHA, SOAP, SAMBA, SEA, PGA, **AUA, ADS**)
 - b. Medium - 30 points each
 - i. Abstract at regional meetings (TSA)
 - c. Low - 20 points each
 - i. Medically Challenging Cases
 - ii. Institutional abstract presentations (e.g., VUMC Research Day, Anesthesiology Research Symposium, **Department Research Days at other Academic Medical Centers**)
 - iii. **Abstract at for-profit meetings**
- 2. Adjust points by authorship position and if you are the presenter (poster or oral):
 - a. If 1st author or oral abstract presenter – multiply points by 1.2 factor
 - b. If 2nd or senior author – multiply points by 1.0 factor
 - c. If other author – multiply by 0.7 factor

3. *Cap of 250 points in this category.*

G. CEBA Guidelines, Clinical Care Pathways, and Practice Protocols

1. Approved **CEBA guideline** – 75 points each
 - a. If there is more than one author, the points will be awarded among the authors in a manner determined by the CEBA Directors.
 - b. A major revision of a CEBA guideline- 50 points each
2. Approved **ERAS Care Pathway/Clinical Care Pathway** – 40 points each
 - a. Points will be awarded only to the first author of each Clinical Care Pathway.
 - b. A major revision of an ERAS Care Pathway/Clinical Pathway-20 points each
3. Approved **Practice Protocols** – 20 points each
 - a. Points will be awarded only to the first author of each Practice Protocol.
 - b. A major revision of a Practice Protocol- 10 points each
4. **NOTE:** Credit only for those guidelines, pathways, or protocols approved in the *current AY* as designated by the CEBA Directors.
5. Minor revisions and small edits of above will not garner any points.
6. *Cap of 800 points in this category.*

H. Grants (Submitted & Awarded)

1. Adjust for type of grant:
 - a. Extramural, federal
 - i. Submitted – 200 points each
 - ii. Awarded – 400 points each
 - b. Extramural, non–federal
 - i. Submitted – 150 points each
 - ii. Awarded – 250 points each
 - c. Intramural, non–Departmental (e.g., VICTR, Kennedy Center)
 - i. Submitted – 75 points each
 - ii. Awarded – 125 points each
2. Adjust for investigator status:
 - a. If Co–PI, multiply points by 0.7 factor
 - b. If Mentor, multiply points by 0.6 factor
 - c. If Co–I, multiply by 0.5 factor.
 - i. To qualify for points as a Co–Investigator on any grant, allocated percent effort must be at least 5% and commensurate salary support must be included in the application submitted. NB: A Section Leader on a training grant would be considered a Co-I.
3. **NOTE: For grants awarded, points will only be given in the first academic year of the award. If grant was submitted and awarded in the same academic year, you qualify for points in both categories.**
4. **Points will be awarded only for grant submissions of \$20,000 or more.**
5. **NOTE:** Points will be awarded only for grants submissions and awards for which the Department’s Contracts and Grants Office (i.e., Kristie Lee) has an auditable record. For grants awarded to a PI in another Department on which you have dedicated effort, a record of allocated effort expended (e.g., through a designated center number on your PAFs) will suffice. Submissions or Receipt of a NIH Loan Repayment Program does qualify for AAA.
6. Industry sponsored clinical trials will not count toward AAA points except under the following circumstances: The PI is actively involved in acquiring the contract from the for-profit entity; the total funding exceeds \$50,000 per year; the faculty’s actual effort is covered by the funding; and there is a high likelihood of net academic value of the project. Each such

grant submission requested to receive AAA credit must be reviewed and recommended for approval by the Vice Chair of Research.

7. *Cap of 3000 points for grants submitted and for grants awarded.*

I. Publications

1. Impact Factor Guide: ¹
 - a. **Highest** Impact Factor of **30.0 or higher**.
 - b. **High** Impact Factor of **7.0 or higher** (but less than 30.0).
 - c. **Medium** Impact Factor of **5.0 or higher** (but less than 7.0).
 - d. **Low** Impact Factor of **1.0 or higher** (but less than 5.0).
 - e. **Lowest** Impact Factor of **less than 1.0**

2. **Adjust Points by Authorship position:**
 - a. If 1st Author, multiply points by 1.2 factor
 - b. If 2nd or Senior Author – multiply points by 1.0 factor
 - c. If Other Author in the published/epub version of the paper – multiply points by 0.7 factor
 - d. If you are not a listed author in the published/epub version of the paper but you are listed as a member of a writing consortium (and your name appears as an author in PubMed) – multiply points by 0.5 factor

3. Use Impact Factor Guide to determine correct impact of publication where noted:
 - a. **Peer-reviewed research paper, peer reviewed research article, peer-reviewed research letter, and peer-reviewed review article**
 - i. Highest Impact Factor Journals – 400 points each
 - ii. High Impact Factor Journals – 300 points each
 - iii. Medium Impact Factor Journals – 200 points each
 - iv. Low Impact Factor Journals – 150 points each
 - v. Lowest Impact Factor Journals or Not citable/No Impact Factor – 50 points each
 - b. **Book chapter**
 - i. For major textbooks (e.g., Miller, Sabiston, Harrison, Longnecker) in a specific broad discipline (e.g., surgery, internal medicine) – 150 points each
 - ii. For all others – 50 points each
 - c. **Case Report**
 - i. All case reports – 50 points each
 - d. **Conference Proceedings**
 - i. All conference proceedings – 50 points each
 - e. **Editorial**
 - i. Highest Impact Factor Journals – 150 points each
 - ii. High Impact Factor Journals - 100 points each
 - iii. Medium Impact Factor Journals – 50 points each
 - iv. Low Impact Factor Journals, Lowest Impact Factor Journals, or Not citable/No Impact Factor – 20 points each
 - f. **Evidence-Based Guideline**
 - i. Highest Impact Factor Journals – 150 points each

^[1] Impact Factors used in the AY 2023-2024 Academic Achievement Award Program will be the 2022 Impact Factors from Clarivate, released June/July 2023. The 2023 Impact Factors, which are not released until June/July 2024, will be used for the AY 2024-2025 Program.

- ii. High Impact Factor Journals - 100 points each
 - iii. Medium Impact Factor Journals – 50 points each
 - iv. Low Impact Factor Journals, Lowest Impact Factor Journals, or Not citable/No Impact Factor - 20 points each
 - g. Infographic**
 - i. Highest Impact Factor Journals – 50 points each
 - ii. All others – 20 points each
 - h. Letter to the Editor**
 - i. Highest Impact Factor Journals – 50 points each
 - ii. All others – 20 points each
 - i. Monograph**
 - i. Highest Impact Factor Journals – 50 points each
 - ii. All others – 20 points each
 - j. Web Journals**
 - i. All web journals – 20 points each
 - k. Other**
 - i. Poems
 - a. Highest Impact Factor Journals – 50 points each
 - b. All others – 20 points each
 - ii. Interview intended for a health profession audience in which you put substantial effort into preparing for or editing the content. Please provide specific details about the interview including your role, amount of effort expended, intended audience, where it will appear, number of likely readers/listeners, etc. – 30 points each
 - iii. Publications on established scholarly websites – 20 points each
 - iv. Chapters in quick reference handbooks – 20 points each
4. **IMPORTANT:** A publication must truly be ‘published’ (i.e., publicly available) to count in the current AY. For example, papers must be listed in PubMed (e.g., ePub ahead of print). Books must be available for purchase on Amazon.com or equivalent.
5. Being in the news (i.e., you or your work are the subject of a media report) is not an AAA-garnering activity.
6. *Cap of 3000 points in this category.*

J. Major (Significant) Internal or External Academic Service - Active participation in scientific, educational, and other academic committees or other formal organized academic service activities of relevance to the specialty. Includes participation in VU, VUMC and Departmental committees of a substantive nature. This extends to divisional representation in a Departmental committee (e.g., Divisional representative for CEBA, APSIRE-MPOG) and in ACGME-required fellowship-related clinical competency/program evaluation committee (participation in one or both will garner single credit in AAA). However, Divisional level committees/taskforces/workgroups (e.g., fellow selection, education, standardization of practice, or research), while important to the mission of individual Divisions, do not qualify for AAA.

- 1. Adjust points for impact, significance and effort:
 - a. High – 100 points each
 - i. NIH Study Section
 - ii. Director, President, or Vice President of national, subspecialty, or regional organization
 - iii. Conference Planning Chair for national, subspecialty, or regional meeting
 - b. Medium - 50 points each

- i. Committees at major national, subspecialty, or regional organizations (e.g., ASA Scientific or Education Committee, SEA Research Committee, SCA committees) **(if chair or co-chair, 75 points each)**
 - ii. Foundation grant study sections **(if chair or co-chair, 75 points each)**
 - iii. Moderator of a scientific or educational session at a major academic, **subspecialty, or regional** academic meeting
 - iv. Chair of a scientific or educational session at a major academic, **subspecialty, or regional academic** meeting ABA examiner or **committee member**
 - c. Low – 30 points each
 - i. Departmental and Institutional Committees: e.g., Transfusion Committee, Appointment and Promotion Committee, VACRAC, IRB **(if chair or co-chair, 45 points each)**
 - ii. Moderator of a scientific abstract (oral or poster) session at a major academic, **subspecialty, or regional** academic meeting
 - iii. Local clinical care-related and clinical quality improvement or patient safety service activities (e.g., Transfusion, Equipment, or Implementation committees) **(if chair or co-chair, 45 points each)**
- 2. **Editor, Associate Editor, or Editorial Board**
 - a. **Journal Editors**
 - i. **Highest Impact Factor Journals (30.0 or higher) – 150 points each**
 - ii. **High Impact Factor Journals (7.0 or higher but less than 30.0) – 100 points each**
 - iii. **Medium Impact Factor Journals (5.0 or higher but less than 7.0) – 75 points each**
 - iv. **Low Impact Factor Journals (1.0 or higher but less than 5.0) – 50 points each**
 - v. **Lowest Impact Factor Journals (less than 1.0) or Not citable/No Impact Factor – 50 points each**
 - b. **Book Editors**
 - i. **Major textbooks (e.g., Miller, Sabiston, Harrison, Longnecker) – 150 points each**
 - ii. **All other books – 50 points each**
 - c. **Editorial Board of a major national, subspecialty, or regional organizations - 50 points each**
- 3. **IMPORTANT:** If you have a designated administrative role or leadership position for which you receive additional salary support (e.g., a stipend), then service on committees or other activities/entities that are encompassed under that role will be considered ex officio and will not yield AAA points.
 - a. As a specific example of Department service activities, if you have an educational role that receives both administrative CDA and a stipend (e.g., Fellowship program director), then your chairing of or membership on committees associated with that role (e.g., Fellowship Recruitment Committee, Competency Committee, etc.) will not garner AAA points, nor would internal reports (e.g., ACGME site visit preparatory documents) related to your role. The rationale is that the stipend provides compensation for all activities associated with that role.
 - b. In contrast, if you have a role that is not associated with a stipend, even if you receive administrative CDA (e.g., Resident rotation director), then your service in that role as well as on any indirectly related committees (e.g., Resident recruitment or competency committee) can yield AAA points.
- 4. *Cap of 1000 points in this category.*

K. Peer Reviewer

- 1. Extramural Grant reviewing - 20 points each (cap of 4 grant reviews per year)
 - a. Participation in Study Sections should be listed under Major Academic Service

2. Journal Article reviewing – 20 points each (cap of 4 journal reviews per year)
 - a. Only reviews of journals that are cited in PubMed are eligible for AAA points. Contact the Anesthesiology Faculty Affairs Office if you have any questions.

L. Awards and Honorific Nominations (in first year of award)

1. Honorific nominations awarded
 - a. National (150 points each - AUA, FCCM etc.)
 - b. Institutional (100 points each - e.g., Academy of Excellence in Education, Academy of Excellence in Clinical Medicine, etc.)
2. Awards
 - a. National/International named awards (250 points each)
 - b. Institutional (200 points each - e.g., Stahlman Award etc.)
 - c. Departmental Teaching Awards
 - i. Striepe Award – 200 points
 - ii. BE Smith Mentorship Award – 200 points
 - iii. Golden Apple Award – 100 points
 - d. Awards at Scientific Meetings
 - i. Major National Scientific, Subspecialty or Regional meetings (75 points each - e.g. Best oral presentation, Best poster)

AWARD LEVELS

1. A pool of money will be set aside each year for the AAA Program. All faculty who qualify for a AAA receive shares toward that pool of money as outlined below.
2. Points will be calculated based on faculty submission of this form. Only those items submitted by the end of the academic year deadline to the Anesthesiology Faculty Affairs Office will be counted.
3. Submissions will be reviewed and scored by the Anesthesiology Faculty Affairs Office and approved by the Executive Committee.
4. Final approval will be made by the Department Chair.
5. There will be **FIVE** Award Levels:

Award Level	Point Threshold to Achieve Award Level	Shares Received
Merit	400	1
Distinction	800	2
Excellence	1,200	3
Chair’s Award	2,000	4
Chair’s Award of Distinction	3,000	5

6. Per share compensation may increase or decrease depending on participation in the AAA program and Departmental financial performance. For the most recent completed academic year (AY 2022-2023), one AAA share was valued at \$8,000.
7. AAA funds will be disbursed at the beginning of the next academic year (September paycheck, paid the first business day of October).