

**Section of Surgical Sciences  
Physician Faculty Compensation Policy**

**Productivity Based Compensation:**

***Fiscal Year 2023 Plan:***

1. Base salaries will be set at 80% of the AAMC median, unless otherwise approved by the Section chair.
2. Faculty will be eligible for incentive-based clinical bonuses, if they meet their adjusted wRVU benchmarks, and remain in good standing, which includes meeting timely documentation standards.
  - a. For individual faculty members who do **not** achieve their wRVU targets by the end of the fiscal year, the following “at-risk” corrective scenarios may be implemented:

Risk Scenario	Impact	Timing
Fall below wRVU target by $\leq 15\%$ at fiscal year-end <b>2 years in a row</b>	Corresponding % reduction in base salary, as determined by the Section chair	Effective in the following fiscal year (i.e., FY24 base salary, based on FY22 & FY23 results)
Fall below WRVU target by $>15\%$ at fiscal year-end <b>in any single year</b>	Corresponding % reduction in base salary, as determined by the Section chair	Effective in the following fiscal year (i.e., FY24 base salary, based on FY23 results)

***Work RVU (“WRVU”) Targets***

1. WRVU targets at the individual faculty member level are determined by a combination of factors, including published AAMC academic wRVU benchmarks, and adjusted CFTE.
2. Currently, the 50th percentile level of AAMC is the threshold for departmental annual wRVU targets, (\*target percentiles may be updated as necessary to achieve mission objectives). Faculty wRVU targets are based on their corresponding AAMC productivity benchmark, adjusted for CFTEs.
3. Annual wRVU targets for each faculty member are determined before the start of each fiscal year (e.g., after the usual budget preparation process) and are based largely on achieving necessary performance levels set by the institution.
4. Extenuating circumstances (i.e., COVID, FMLA and other authorized leave) that impact wRVU performance will be considered when assessing risk scenarios and

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corresponding compensation decisions. All risk-related adjustments are approved by the Section chair.

5. Faculty will be eligible for academic and performance bonuses if they meet department-specified targets, and as approved by the section chair.
6. Any faculty member who does not remain in good standing throughout the fiscal year, may be disqualified from incentive bonus payments, as determined by the section chair.
7. This plan pertains to physician providers only. Non-physician providers and non-clinical faculty may be compensated separately at the discretion of the department chair.

### **Promotion – Based Compensation:**

#### ***Fiscal Year 2023 Plan:***

Base salaries will be set at 80% of the AAMC compensation Median for the promotion rank, unless wRVUs from the prior fiscal year were below the AAMC productivity median. In this case, the base salary will be at the discretion of the Chair.



Seth J. Karp, M.D.

Professor of Surgery, Biomedical Ethics & Society, and Anesthesiology  
H. William Scott Jr. Chair in Surgery  
Chair, Section of Surgical Sciences  
Surgeon-in-Chief, Vanderbilt University Medical Center  
Director, Vanderbilt Transplant Center

\*This Productivity and Compensation Standards Policy will be reviewed annually.