

UNIVERSITY OF SOUTH FLORIDA

Relative Value Units^{research} (RVU^r) for Asset Information Management System

*Presented to AIMS Salary Sub-committee
Wednesday, October 18, 2006
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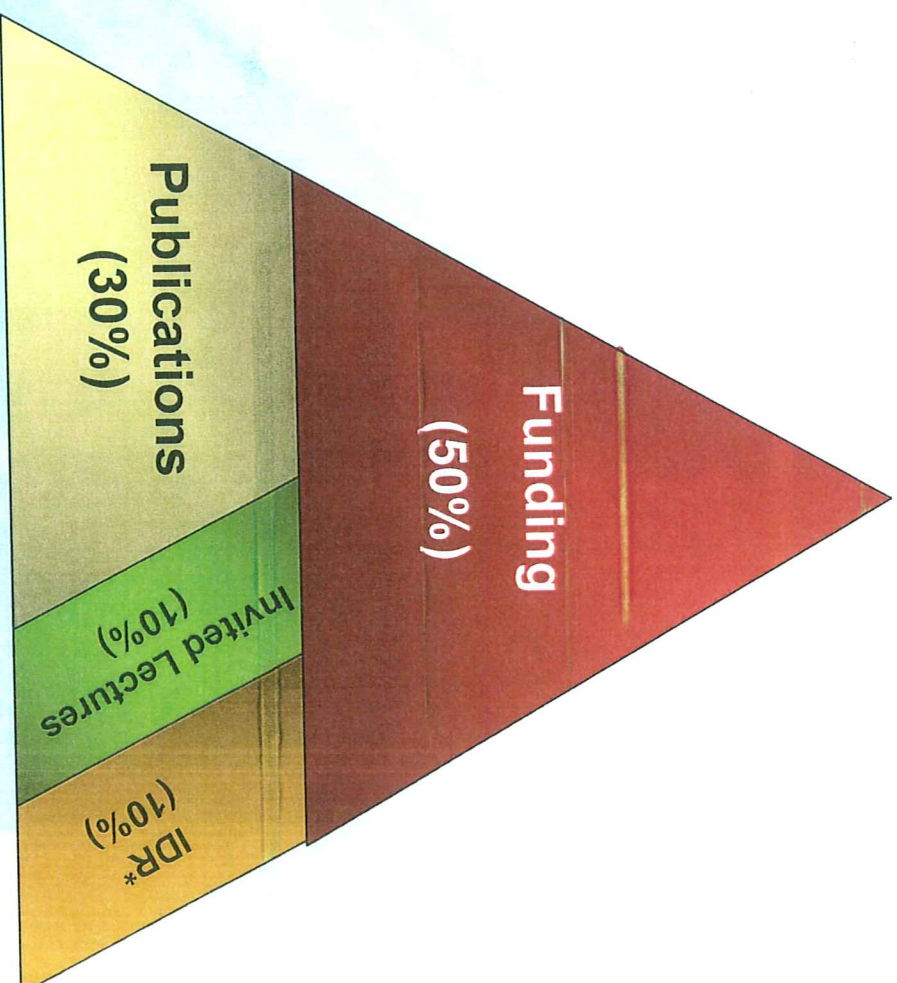
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NOTABLE POINTS...

- RVU^r are **ONLY** applicable to base, bonus and incentive for faculty with $\geq 60\%$ effort allocated to research
- RVU^r assessment are **NOT** applicable for the 5-5-3-2 requirements
- Existing faculty can elect to opt-out of RVU^r assessment for a period of 4-5 years post-implementation

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Relative Contributions and Value of Various Academic Activities - I



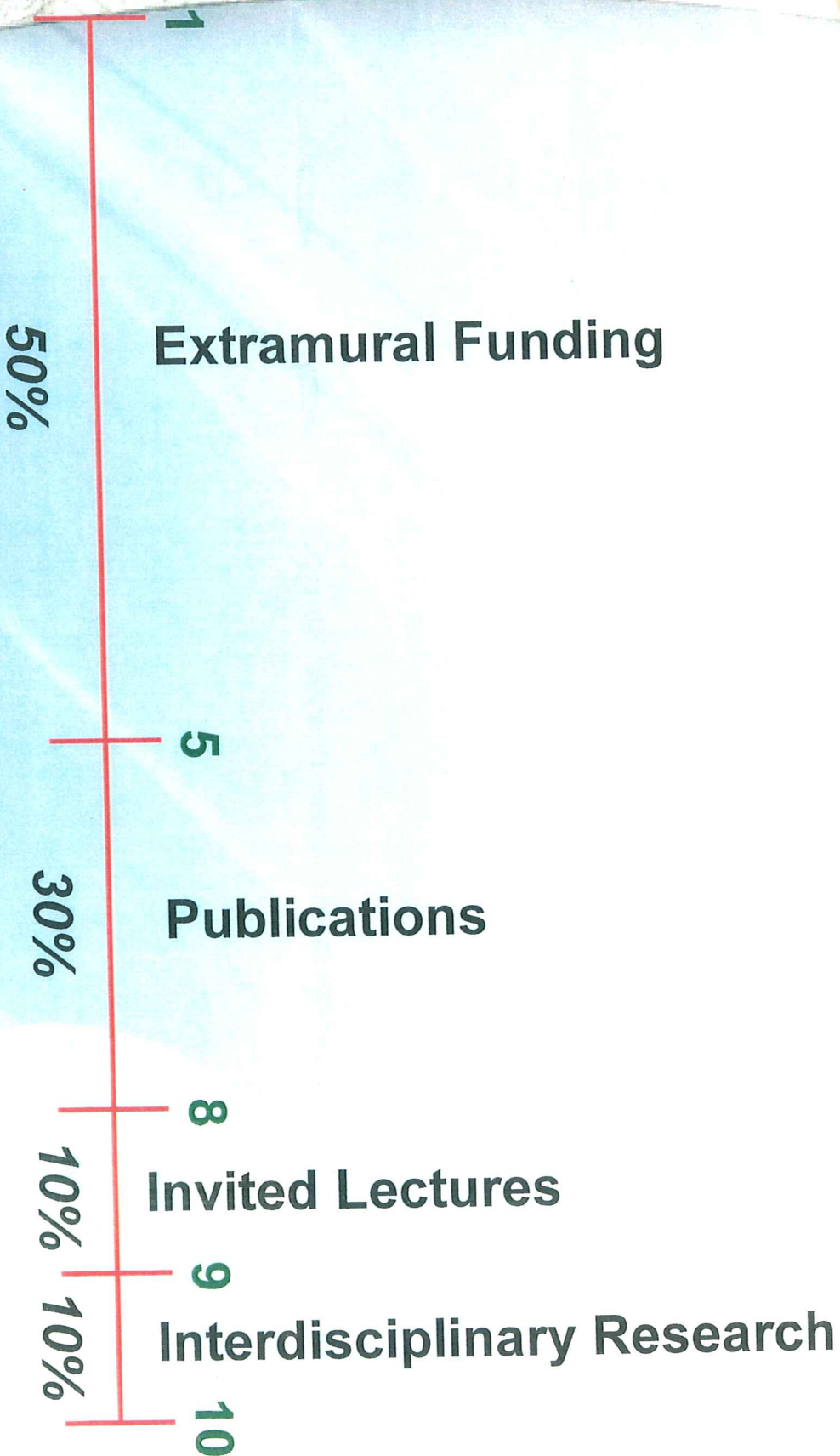
**interdisciplinary research*

Research Matters at USF Health

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Relative Contributions and Value of Various Academic Activities - II

Scale 1-10



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Relative Contributions and Value of Various Academic Activities - III

- **Funding:**
 - Full Indirects: ~75% of the total
 - Other: ~25% of the total
- **Publications:**
 - High Impact: ~50-55% of the total
 - Medium Impact: ~22-25% of the total
 - Low Impact: ~22-25% of the total

RVU^r - Research Faculty

Scale 1-10

Scale (RVU ^r)	Performance
$\geq 7 - < 8$	Base
$\geq 8 - < 9$	Incentive
$\geq 9 - 10$	Bonus

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RVU^r - Research Faculty Base Performance

RVU ^r		PARAMETER	FACULTY RANK		
			Assistant	Associate	Professor
Total		Funding			
4.0	3.0	Full Indirects	≥ \$150K	≥ \$200K	≥ \$250K
	1.0	Other	≥ \$50K	≥ \$75K	≥ \$100K
		P u bl i cations ¹			
2.4	1.2	High Impact	1	1	1
	0.7	Medium Impact	1	1-2	1-2
	0.5	Low Impact	1-2	2-3	2-3
		Invited Lectures			
0.75		International	1	1	1
		National	1	1	1-2
		Regional/Local	1	1-2	1-2
0.75		Interdisciplinary Research	1-2	1-2	1-2

¹one high impact = 2-3 medium or 3-4 low; one medium impact = 2-3 low impact

²one international = 1-2 National or 2-3 regional/local; one National = 3-4 regional/local

RVU^r - Research Faculty Incentive Performance

RVU ^r	PARAMETER	FACULTY RANK		
		Assistant	Associate	Professor
Total	Funding			
4.4	Full Indirects	≥ \$150-200K	≥ \$300K	≥ \$400K
	Other	≥ \$100K	≥ \$150K	≥ \$150K
	Publications ¹			
2.7	High Impact	1	1-2	≥ 2
	Medium Impact	1-2	2-3	2-3
	Low Impact	2-3	3-4	3-4
0.9	Invited Lectures			
	International	1	1	1-2
	National	1-2	2-3	2-3
0.9	Regional/Local	2-3	3-4	3-4
	Interdisciplinary Research	1-2	1-2	1-2

¹one high impact = 2-3 medium or 3-4 low; one medium impact = 2-3 low impact
²one international = 1-2 National or 2-3 regional/local; one National = 3-4 regional/local

RVU^r - Research Faculty

Bonus Performance

RVU ^r		PARAMETER	FACULTY RANK		
			Assistant	Associate	Professor
Total		Funding			
4.9	3.7	Full Indirects	≥ \$200-300K	≥ \$400K	≥ \$600K
	1.2	Other	≥ \$100-150K	≥ \$150K	≥ \$200K
		P <u>u</u> blications ¹			
3.0	1.6	High Impact	1-2	≥ 2	≥ 3
	0.8	Medium Impact	1-2	2-3	3-5
	0.6	Low Impact	2-3	3-4	3-4
		Invited Lectures			
1.0		International	1	1-2	2-3
		National	2-3	2-3	3-4
		Regional/Local	2-3	3-4	3-5
1.0		Interdisciplinary Research	1-2	1-2	1-2

¹one high impact = 2-3 medium or 3-4 low; one medium impact = 2-3 low impact
²one international = 1-2 National or 2-3 regional/local; one National = 3-4 regional/local

Important Considerations

- **Newly appointed Assistant Professors (Years 01 and 02):**
 - Excluded from RVU¹ assessment - unless the faculty/chair request otherwise (receives base pay)
 - Assigned an extramurally-funded mentor
 - Each faculty must have an individually-tailored professional development plan which must be approved by the mentor and the Chair
 - Periodic review of progress (at least 4x/year)

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Exclusion Criteria for Existing Faculty from RVU^r Assessments

- Excluded from RVU^r assessment on a case-by-case basis which is approved by the Chair and the Vice Dean for Research
- Those excluded must have an individually-tailored professional development plan which must be approved by the mentor and the Chair
- All attempts must be made to enhance the productivity of faculty to an expected level within 4-5 years
- Periodic review of progress (at least 2x/year)
- Can be considered for RVU^r assessment for incentive and bonus if performance exceeds expectation

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Other Considerations - I

- Develop a web-based RVU^r program to input this information. It must:
 - Be user-friendly
 - Be secure
 - Be available 24/7 for performance monitoring
 - Require appropriate chair and/or designee/mentor to electronically certify data integrity
 - Automatically generate scores
 - Provide periodic (quarterly) electronic performance reports to each faculty and appropriate chair and/or designee/mentor
 - Have build-in alerts when RVU^r base is $\leq 50\%$ of expected

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Other Considerations - II

- For Annual Incentive and Bonus Assessments:
 - Each year (depending on the availability of funds), a unit of RVU^r could be assigned a dollar value
 - For the purposes of assessing bonuses, the RVU^r could have a multiplier of 1.5
 - Once the data is entered, incentive and bonus payments to faculty are automatically calculated by the RVU^r program
 - Ensures that the incentives and bonuses are performance-based
 - Could allow awards of incentives and bonuses bi-annually (?)
 - Allows recognition of productive performance closer to an event
 - May serve as a “catalyst” encouraging faculty to continue to remain productive
 - Will boost faculty morale and thus overall productivity of departments/colleges

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Example...Associate Professor A

Funding		RVU ^r	
Full Indirects		\$400K	3.7
Other		\$75K	0.9
Publications			
High Impact		2	1.6
Medium Impact		1	0.6
Low Impact		3	0.6
Invited Lectures			
International		1	0.9
National		4	
Regional/Local		0	
IDR		0	0.0
TOTAL RVU ^r :		8.3	

Qualifies for an INCENTIVE

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Example...Associate Professor B

Funding		RVU'
Full Indirects	\$400K	3.7
Other	\$75K	0.9
Publications		
High Impact	2	1.6
Medium Impact	1	0.6
Low Impact	3	0.6
Invited Lectures		
International	1	
National	4	0.9
Regional/Local	0	
IDR	2	1.0
TOTAL RVU:		9.3

Qualifies for a BONUS

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Incentive/Bonus Payments....

- **For FY 06-07:**

- One unit of RVU = \$1000

- **Associate Professor A:**

- RVU: 8.3
- Incentive Payment: $\$1000 \times 8.3 = \$8,300$

- **Associate Professor B:**

- RVU: 9.3
- Bonus Payment: $(\$1000 \times 1.5) \times 9.3 = \$13,950$

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Compensation Model for Instructional Activity

“Under Development”