DEPARTMENT OF RADIATION ONCOLOGY
COMPENSATION PLAN AND "GOOD-STANDING" CRITERIA

Purpose: This document establishes Faculty Compensation Guidelines and "Good Standing Criteria" for the Department of Radiation Oncology. The document is subject to annual review and comment by the Radiation Oncology faculty and approval by the Outside Professional Activities Review and Advisory Committee (OPARA).

DEPARTMENT OF RADIATION ONCOLOGY FACULTY COMPENSATION GUIDELINES

1. General Process. The Department of Radiation Oncology begins planning faculty salaries each January. Individual faculty salaries, as modeled in the budget document, are implemented after approval by the Dean. This typically occurs in July of each fiscal year and is substantiated by the receipt of a final budget letter from the Dean's Office. Clinical salaries are determined by clinical productivity and professional fee income. Z payments are made in August reflecting prior year performance measures (clinical and academic productivity, evaluations, and 360 results) and is subject to availability of department funding. Approved negotiated salaries implemented in July will remain constant during the fiscal year. Mid-year renegotiations of salary are permitted only under unusual circumstances. For an exception to be granted, approval must be obtained by the Chairman and the Dean prior to implementation.

Usually, between January and March of a calendar year, faculty members meet with the Chairman and the Department Business Officer to discuss sources of salary support for the coming fiscal year. At this meeting, academic and research productivity, AAMC benchmarks for both salary and clinical productivity are discussed with each faculty member as applicable. Any outstanding issues related to the Department's Good Standing Criteria are also addressed at this time. Faculty effort will be reduced if the faculty member does not have sufficient resources to maintain the current level of appointment. Upon approval of the Department's Budget, the Chair sends a letter to each faculty member documenting salary sources.

2. Membership in the Health Sciences Compensation Plan. Eligible faculty are those with appointments of fifty one percent or greater in the following professorial series: Professor, Professor In-Residence, Professor of Clinical X, Adjunct Professor, Acting Professor, Clinical Professor, and Visiting Professor. Faculty members who are otherwise eligible for membership, but who have appointments of fifty percent or less of full-time, may participate in the plan upon the recommendation of the Department Chair and approval by the Dean and Vice Chancellor for Health Sciences.

3. Salary sources. All sources of confirmed support for X, X', Y, Y' and Z salary components are identified prospectively, including:
   a. State FTE allocation.
   b. Salary from grants awarded.
   c. Clinical income.
   d. ASCs (Medical Directorships, Residency Director, Clinical Service Chief)
e. Service Agreements or other contracts.

f. Clinical Trials income.

g. VA Eighths.

h. Other sources, such as consulting and Witness fees.

4. Outside professional activities. Outside income brought through the practice plan will be returned to the faculty member generating it. Faculty may retain up to $20,000 or 20% of base compensation value \((X + X' + Y')\), whichever is greater, for outside professional activities directly. This dollar amount is identified for each faculty member in his or her annual faculty compensation letter. For activities where compensation is retained directly, there is no assurance that faculty will be indemnified for those activities. When such income is brought through the practice plan, it is subject to a 4% Dean’s Tax and 5% Department Tax.

5. Academic Program Units. All Radiation Oncology faculty participate an Academic Program Unit (APU). Faculty who wish to participate in a new or unique APU must follow the procedures detailed in the compensation plan.

6. Leave of Absence. Faculty who wish to have a leave of absence, with or without compensation, will follow University guidelines and will present a written request for leave to the Department Chair in advance.

**“Good Standing Criteria”**

In order to earn income from outside activities and to be considered in good standing with the Department of Radiation Oncology faculty have an obligation to:

1. Cover their \((X + X' + Y')\) salary components;

2. Meet teaching responsibilities to graduate students, medical students, residents, and fellows. They are expected to provide both didactic teaching in classroom or lecture settings, and more informal teaching in the laboratory and during clinics;

3. Participate in departmental activities, including faculty meetings, educational conferences, and department committees to which they are assigned;

4. Meet clinical responsibilities including patient care and on call responsibilities;

5. Fulfill research commitments inherent in contract and grant awards on which they serve as investigators;


Faculty who do not meet these criteria will be asked to meet with the Department Chair to discuss circumstances and specific issues. Additionally, faculty who do not meet these criteria, and are therefore no longer deemed to be in good standing, will be so notified in writing by the Chair of the Department. Such notification will include the reasons for that determination. Faculty who are not in good standing shall be precluded from engaging in any unassigned outside professional activities unless such activities are approved in writing and in advance by the Department Chair and the Vice Chancellor for Health Sciences/Dean of the School of Medicine. The appeal process for faculty in this situation includes writing
to OPARA. OPARA, after consultation with the faculty member and the Department Chair, will make a recommendation to the Vice Chancellor for Health Sciences.
XXXX XXXX, MD  
Assistant Clinical Professor III  
Radiation Oncology Department  
UC San Diego Medical Center  
3855 Health Sciences Drive  
La Jolla, CA 92093

Dear XXXX,

The clinical faculty salary plan has been approved for fiscal year 2009-2010. Your total salary according to the clinical faculty salary plan is shown on the next page. The salary amount is based on expected productivity for the coming year (X, X’, Y, Y’) and your incentive payment for actual performance this past fiscal year (Z). The figures used to arrive at your salary are detailed on the attached spreadsheet along with the breakdown of each component of your salary.

With respect to salary support from contracts, grants and other research or academic pursuits, it is expected that salary support will be commensurate with effort and that the amount of salary support awarded will be used for that purpose.

Outside income of $20,000 or 20% of covered compensation, whichever is greater, may be retained directly. This is $XXXXXX for fiscal year 2009-2010. Compensation exceeding this figure must be run through the University and is subject to Dean and Department tax. The remainder may then be paid to you as income or deposited into an index for your discretionary use.

Should you have any questions regarding your salary please feel free to contact the Business Office.

Sincerely,

Arno J. Mundt, MD  
Professor and Chair
Your employee number is XXXXXXXXXX

You currently hold the academic rank of Asst Prof in the series "Clin" at step III

For fiscal year 2009-2010, your total salary is: $200,000

Should you have any questions, please contact the Business Office.

Your salary breaks out as follows:

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<thead>
<tr>
<th></th>
<th>Monthly (July 1-Sept 30)</th>
<th>Monthly (Oct 1-June 30)</th>
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<tbody>
<tr>
<td>X Base:</td>
<td>$5,750.00</td>
<td>$6,450.00</td>
</tr>
<tr>
<td>X' Prime:</td>
<td>$1,725.00</td>
<td>$1,933.33</td>
</tr>
<tr>
<td>Y' Prime:</td>
<td>$2,016.67</td>
<td>$2,258.33</td>
</tr>
<tr>
<td>Y Base:</td>
<td>$6,058.33</td>
<td>$4,908.34</td>
</tr>
<tr>
<td><strong>Total Monthly X &amp; Y</strong></td>
<td><strong>$15,550.00</strong></td>
<td><strong>$15,550.00</strong></td>
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</tbody>
</table>

*Estimated RVU 5060
Estimated $/RVU $73.04
Estimated after OH $34.50

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<thead>
<tr>
<th></th>
<th>Total Annual X Base: $75,300.00</th>
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<tbody>
<tr>
<td>Total Annual X'Prime: $22,574.97</td>
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</tr>
<tr>
<td>Total Annual Y'Prime: $26,374.98</td>
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<tr>
<td>Total Annual Y Base: $62,350.05</td>
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<tr>
<td>Total Annual Z Salary: $13,400.00</td>
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<tr>
<td><strong>Total Annual Salary:</strong> $200,000.00</td>
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*Based on rolling 6 month average calculations