The Hospital Medicine Faculty Compensation Plan is comprised of six (6) components:

1. **Base Pay** $140,500

2. **Academic Rank** – in addition to the base, salary is increased based on academic rank.
   - Assistant Clinical Professor Step I $3,000
   - Assistant Clinical Professor Step II 5,000
   - Assistant Clinical Professor Step III 7,000
   - Assistant Clinical Professor Step IV 9,000
   - Assistant Clinical Professor Step V 10,000
   - Associate Clinical Professor Step I 11,000
   - Associate Clinical Professor Step II 13,000
   - Associate Clinical Professor Step III 15,000
   - Associate Clinical Professor Step IV 17,000
   - Associate Clinical Professor Step V 18,000
   - Clinical Professor Step I 19,000
   - Clinical Professor Step II 22,000
   - Clinical Professor Step III 25,000
   - Clinical Professor Step IV 28,000

3. **Years of Service** – salary also increases with years of service
   - Year 0 $ 0
   - Year 1 2,000
   - Year 2 4,000
   - Year 3 5,000
   - Year 4+ 6,000 + 1,000/yr

4. **Special Experience/Skills Adjustments** – these are salary adjustments that are applied at the discretion of the Division Chief, and may be based on one or multiple of the following:
   - Chief Residency
   - Significant Hospitalist experience
   - Special skill set
   - Quality Improvement Expertise / Experience
   - Research skills / experience / grants

5. **Incentive** – Hospital Medicine develops a yearly Incentive Plan to reward the Hospitalist contributions to the common goals of fiscal responsibility, quality and safety improvement, improvements in efficiency, and excellent service as measured by customer satisfaction. Incentive pay is determined at the conclusion of the academic year, and is paid in the fiscal year after which it was earned.

6. **Bonus** – Bonus pay may be accrued if a team member does significantly extra clinical work to cover the absence of a fellow team member.

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