

Review Practices for Tenured Faculty in the Department of Urology

Annual Review Plan for Tenured Faculty

Each spring the Department Chair meets with each faculty member, including tenured faculty to review their productivity in the areas of clinical, teaching and research activities.

In preparation for the meeting the faculty member is requested to complete a form to be used in their review. The form serves as an outline for the faculty member to describe their professional activities and how they contribute to the individual's career development and the advancement of the department.

During the review, the faculty member is given data related to their clinical productivity. The data is the most recent update of information supplied to the faculty members throughout the fiscal year. During the review the faculty member's salary for the new year and their RVU target for the new year are discussed.

After the meeting with the faculty member, the Chair places a brief summary of the review in the individual's personnel file.

Performance Standards for Tenured Faculty

- Clinical Standards

The primary measure of clinical productivity is Relative Value Units (RVUs). This use of this metric is described in detail in the Department's Faculty Compensation Plan. Achieving RVU productivity is closely related to and impacted by the number of surgeries performed, number of new and return clinic patients treated, days at the VAMC or at Outreach locations, etc. The faculty member is also expected to meet the UIP standards for timeliness in the production of patient note documentation. Also the clinical activity of the individual is measure by comparing the individual faculty member's E&M coding distribution to the average distribution of Urologist's nationally.

- Research Standards

Tenured MD faculty are allotted set aside research time on the basis of their ability to cover their salary for such research time. The RVU target referenced above factors in the amount of salary coverage derived from research for setting appropriate RVU targets. Research activity is also measured by grants submitted, grants funded, papers published, presentations, etc.

- Teaching Standards

Faculty are also evaluated on the basis of the teaching evaluations from medical student and residents. Anyone with a rating average of less than 4 on a 5 point scale is singled out for special review. The mentoring activities of the tenured faculty as it relates to both students and junior faculty is discussed.

- Miscellaneous Expectations

Each tenured faculty member is expected to be a model to others on the basis of their overall participation in department, hospital and college activities. This kinds of activities are typically described by the faculty member in the information they have prepared for the review.