

Compensation Benchmarking Statement for Joe Sample

We are pleased to provide you with this statement which includes compensation benchmark data specific to your specialty and academic rank. This statement was prepared collaboratively by the Department and the Dean’s Office.

Please refer to page 2 of this statement for a more detailed explanation of terms/sections shown here with a ■. Should you have any questions, please reach out to your departmental leadership or to Tracy Larmer, Office of Academic Analytics, at tracy.larmer@yale.edu.

Personal Information as of July 1, 2018

A	Academic Rank	Assistant Professor
B	Years in Rank at Yale	2.5 years
C	AAMC Specialty	Anesthesiology: General
D	Degree Basis for Benchmarking	MD
E	Annual Salary (full-time equivalent)	\$ 295,000
F	Estimated Variable Compensation	+ 24,000
G	Estimated Total Compensation	\$ 319,000

Association of American Medical Colleges (AAMC) Statistics

H Here are the AAMC statistics for the academic rank, specialty, and benchmarking degree shown in the Personal Information section of this statement. The values displayed are dollars in thousands.

Compensation Basis: Total Compensation

25th Percentile: \$305

50th Percentile: \$347

75th Percentile: \$389

I Based on the Estimated Total Compensation shown in the Personal Information section above, you are paid **between the AAMC 25th and 50th percentiles**.

Yale School of Medicine (YSM) Benchmarks

J The median Estimated Total Compensation of your peer group of faculty at YSM (that is faculty with the same academic rank, specialty, and benchmarking degree) is **below the AAMC 25th percentile**.

K Here are the YSM benchmarks for your peer group of faculty. Faculty in your peer group range in years in rank at Yale from 1 to 10 years.

Compensation Basis: Annual Salary

25th Percentile: \$254

50th Percentile: \$270

75th Percentile: \$283

Your Annual Salary is **greater than the 75th percentile** among your peer group of faculty at YSM.

Compensation Basis: Estimated Total Compensation

25th Percentile: \$284

50th Percentile: \$301

75th Percentile: \$329

Your Estimated Total Compensation is **between the 50th and 75th percentiles** among your peer group of faculty at YSM.

While the benchmarks presented in this statement are made available by rank, they may be determined using compensation for faculty across a range of subspecialties, and there is not an adjustment for years of experience, years in rank, or faculty contributions and accomplishments related to the many diverse missions of the school, all of which may be an important consideration when comparing your personal compensation to the benchmarks.

The amount of actual variable compensation that you may receive depends on many factors—such as productivity, time worked, departmental/section finances—and therefore may vary from the amounts shown on this statement. The Estimated Total Compensation shown here is no guarantee of actual compensation that may be paid.

Compensation Benchmarking Statement for Joe Sample—Explanatory Statement

This explanatory statement relates to the compensation benchmarking statement and provides additional details on the terminology and values shown on page 1. Should you have any questions, please reach out to your departmental leadership or to Tracy Larmer, Office of Academic Analytics, at tracy.larmer@yale.edu.

- A** Academic Rank—This is your academic rank as of July 1, 2018 using the best available information at the time this statement was prepared.
- B** Years in Rank at Yale—The number of years in your current academic rank at Yale, measured as of July 1, 2018.
- C** AAMC Specialty—The Association of American Medical Colleges (AAMC) publishes compensation statistics for more than 90 clinical practice and research specialty areas. The AAMC specialty shown on page 1 is the one that most closely aligns with your area of expertise.
- D** Degree Basis for Benchmarking—The AAMC publishes compensation statistics in two degree categories: 1) MD degree (including faculty with both MD and PhD degrees) and 2) PhD degree. Faculty who may have an MD degree but are not clinically active will be shown with a PhD degree for benchmarking purposes.
- E** Annual Salary (*full-time equivalent*)—The amount of regular, recurring compensation set at the beginning of the fiscal year and paid by Yale each month, together with the reported annual salary payable directly to you by non-Yale entities (e.g., Veteran’s Administration), if any. The annual salary shown is the amount payable on and after July 1, 2018.
- F** Estimated Variable Compensation—This includes incentive compensation that may be earned under a department’s incentive plan document when faculty achieve predetermined performance targets based on productivity measures, together with pay for extra work (e.g., on-call, night shift differential). Incentive compensation is not guaranteed since it is contingent upon achieving a prospectively determined outcome. The amount of variable compensation shown has been estimated using the best available data at the time this statement was prepared.
- G** Estimated Total Compensation—The sum of Annual Salary and Estimated Variable Compensation.
- H** Association of American Medical Colleges (AAMC) Statistics—These statistics were compiled by the AAMC using member institutions survey data for Northeastern region public and private schools for the academic period 2016-2017, the most recent period for which data are available, and are applicable for faculty with the academic rank, specialty, and benchmarking degree shown in the Personal Information section of the statement. The basis for the statistics is *Total Compensation*, defined as full-time equivalent annual salary *plus* incentive payments *plus* extra (e.g., on-call) compensation; it does not include benefits.
- I** This is an evaluation of where your personal Estimated Total Compensation is in relation to the AAMC percentiles.
- J** This is an evaluation derived by considering the Estimated Total Compensation for your peer group of faculty (that is, faculty with the same academic rank, specialty, and benchmarking degree) at YSM. It tells you where the median compensation level (i.e., 50th percentile) among your peer group is in relation to the AAMC percentiles.
- K** This section of the statement provides the 25th, 50th, and 75th percentiles for your peer group of faculty at YSM under two compensation bases—Annual Salary and Estimated Total Compensation. There is also a corresponding evaluation statement which tells you where your Annual Salary and Estimated Total Compensation is in relation to the respective YSM benchmarks.