

# FACULTY COMPENSATION STATEMENT (FY25):

## BUSINESS RULES AND EXAMPLE STATEMENT

### BUSINESS RULES

#### A. Reporting inclusions/exclusions

DATA DIMENSION	INCLUDED Faculty <u>will</u> receive a statement if the following criteria are met:	EXCLUDED Faculty <u>will not</u> receive a statement if any of the following criteria are met:
<b>People Group Class</b>	Faculty	Staff <i>Note: Staff Physicians are classified as "Staff"</i>
<b>Department Group</b>	Includes Departments with <i>Dept Group Code Name</i> : <ul style="list-style-type: none"> <li>Clinical</li> <li>Basic Science</li> <li>Institutes</li> </ul> <i>Represents academic units that hold faculty appointments.</i>	Departments with <i>Dept Group Code Name</i> : <ul style="list-style-type: none"> <li>Administration</li> <li>Centers</li> <li>Practice Administration</li> <li>Institutional</li> </ul> <i>Many of these roles require blended/manual or leadership benchmarks that are calculated outside of the BI system</i>
<b>Date of last hire</b>	Faculty that started no later than 7/1 during the reporting year (must be employed for full fiscal year).	Faculty with hire data after 7/1 of fiscal reporting year
<b>MCW Base Salary</b>	Faculty with a MCW salary > \$0.01	Faculty with a salary of ≤\$0.01.
<b>External Salary</b>	Faculty without 100% external salary.	Faculty with 100% external salary.
<b>Total FTE</b>	Faculty with <i>total FTE</i> ≥ 0.5 (must be at least Full Professional Effort)	Faculty with <i>total FTE</i> < 0.5 (Adjunct faculty)
<b>Survey Rank</b>	All faculty with <i>Survey Rank</i> of: <ul style="list-style-type: none"> <li>Assistant Professor</li> <li>Associate Professor</li> <li>Professor</li> </ul>	All faculty with <i>Survey Rank</i> of: <ul style="list-style-type: none"> <li>Instructors</li> <li>Chiefs</li> <li>Chairs</li> </ul>
<b>Job Grades*</b> <i>(see below for list of faculty grades)</i>	<ul style="list-style-type: none"> <li>Faculty positions with no F-grade</li> <li>Positions with the following grades: <ul style="list-style-type: none"> <li>F201-F203 (<i>Medical Director, Program/Residency Director</i>)</li> <li>F213 (<i>Vice Chair</i>)</li> </ul> </li> </ul>	All other graded positions. Examples: <ul style="list-style-type: none"> <li>F205 – F211, F215 - F227 (Faculty leadership positions)</li> <li>Staff with faculty appointments (e.g. APP faculty grades: 866 - 888)</li> </ul>

#### B. Additional reporting criteria:

##### 1. Department FMV:

- Includes all faculty in the academic home department/division (practice agnostic, all missions)
- Department FMV includes only faculty who are eligible to receive a compensation statement (according to above criteria)
- Note: Department FMV will not be reported for departments with N= <5 faculty in the department

##### 2. Benchmark specialty and benchmark survey

- Default to FMV business rules to determine survey (AAP, AAMC, or MCW/ICC approved benchmark exception)

##### 3. \*F-Grade Positions: Note: Faculty grades in blue text are excluded from benchmarking business rules and comp statements

Grade	Leadership Position	Grade	Leadership Position	Grade	Leadership Position
F227	President	F217	Faculty Admin Leader	F207	Center/Institute Director
F225	Dean	F215	Chair	F205	Service Line Director
F223	Senior Associate Dean	F213	Vice Chair	F203	Medical Director
F221	Associate Dean	F211	Chief	F201	Program/Residency Director
F219	Assistant Dean	F209	Associate Chief		

# EXAMPLE STATEMENT



## Medical College of Wisconsin Faculty Compensation Benchmarking Statement 2025 *EXAMPLE ONLY*

<b>Faculty Name:</b> Name, Degree	
<b>MCW Employee ID:</b> 12345	
<b>1. Department:</b>	Medicine
<b>2. Division:</b>	General Internal Medicine
<b>3. Rank:</b>	Assistant Professor
<b>4. Hire date:</b>	7/1/2023
<b>5. Years in Rank at MCW:</b>	2.0
<b>6. Benchmark Specialty:</b>	General Internal Medicine
<b>7. FTE Total:</b>	1.0

**FTE Assignment Allocation:**  
 0.60 Clinical FTE                      0.20 Research FTE                      0.20 Education FTE  
 0.00 Departmental FTE                      0.00 Community FTE

### Compensation Analysis

#### FY25 Individual Compensation Information

<b>8.</b>	Base Salary	\$225,000
<b>9.</b>	Supplemental Salary	\$0
<b>10.</b>	External Salary	\$0
<b>11.</b>	Incentive	\$22,500
<b>12.</b>	Premium Pay	\$5,000
<b>13.</b>	Bonus Pay	\$0
<b>14. Total Compensation</b>		<b>\$252,500</b>

#### Fair Market Value (FMV) Individual Benchmarks

**15. Benchmark Survey**  
 50% AAMC / 50% MGMA

25th %ile	50th %ile	75th %ile
\$222,149	\$261,554	\$316,887

Benchmarks represent the spread of total compensation nationally for faculty with the same rank, degree, and specialty. Individual benchmarks are prorated based on individual FTE and reflect both your specialty and academic rank.

#### Fair Market Value Compensation: Individual

Your Fair Market Value (FMV) percentile is based on your total compensation compared to national benchmarks for your academic rank, specialty, and FTE. FMV percentile allows you to compare your total compensation to academic faculty with the same degree, specialty, and rank within the national market within the same specialty and rank.

**16. Fair Market Value (FMV) percentile:**                      44%

#### Fair Market Value Compensation: Department

The average Fair Market Value (FMV) percentile for faculty within your academic department/division. This is the average FMV for faculty in your department or division relative to their individual comparator group (accounts for their individual rank, specialty, degree, and FTE).

**17. Fair Market Value (FMV) percentile:**                      50%

While the benchmarks presented in this statement are made available by specialty and rank, the benchmarks may represent compensation data for faculty across a range of subspecialties. The benchmarks are provided by a third-party and are not reported with adjustments made for years of experience, years in rank, or faculty contributions and accomplishments related to the many diverse missions of MCW, all of which may be important considerations when comparing your personal compensation to the benchmarks.

**Page 2: Statement Definitions**

<b>Metric</b>	<b>Definition</b>
<b>1. Department</b>	MCW HR department.
<b>2. Division</b>	MCW HR division.
<b>3. Rank</b>	Academic rank that is used to align to a benchmark survey rank.
<b>4. Hire Date</b>	The most recent date an employee resumed employment with MCW.
<b>5. Years in Rank at MCW</b>	Total years at the current academic rank during employment at MCW.
<b>6. Benchmark Specialty</b>	The specialty to which your salary is compared and aligns with the specialty in the third-party survey data used for compensation benchmarking. Some sub-specialties are reported at the broader sub-specialty level and a sub-specialty benchmarks are not available. In those cases, the closest specialty benchmark is selected to align with your academic specialty.
<b>7. FTE</b>	Total Full Time Equivalent (e.g. Full time = 1.0 FTE). FTE allocation is maintained by the home department.
<b>Clinical FTE</b>	FTE allocated to providing patient care, which is defined broadly to include diagnosis, treatment, and care management activities in any care setting or environment.
<b>Research FTE</b>	FTE allocated to research and development activities, both basic and applied, specifically organized to produce a research outcome.
<b>Education FTE</b>	FTE toward direct educational activities or effort associated with the development and ongoing leadership and management of educational programs.
<b>Departmental FTE</b>	FTE toward departmental activities including all administrative and managerial activities that jointly support the primary missions of Patient Care, Research, Education, and Community Engagement and cannot be accurately allocated to one or more primary missions (e.g. Departmental program planning, Administrative roles/oversight that support multiple missions, etc.).
<b>Community FTE</b>	FTE toward community engagement activities; those that are organized and made available to the public, and the various resources and special capabilities of the institution that are beneficial to individuals or sectors of the community.
<b>8. Base Salary</b>	The amount of regular, recurring compensation set at the beginning of the fiscal year and paid by MCW to the faculty member during the reporting period.
<b>9. Supplemental Salary</b>	Pay or a stipend for time spent performing administrative and/or interim administrative duties (e.g. Medical and Administrative Directorships, Residency Directorships, and Division/Section Chief roles, etc.).
<b>10. External Salary</b>	Outside compensation paid directly to the faculty member, such as Veterans Administration (VA) pay.
<b>11. Premium Pay</b>	Pay for clinical work above and beyond market expectations for a particular specialty, as a result of coverage needs or provider shortages. Premium pay is limited, time-delineated, and managed through an approved departmental premium pay plan and rates of pay for additional clinical shifts worked.
<b>12. Bonus</b>	Unbudgeted distribution used to reward exceptional performance or other approved purposes. Approval requirements for bonus distribution may change based on departmental and/or institutional economic conditions.
<b>13. Incentive</b>	At risk compensation paid as a result of the achievement of specific performance goals by the individual, department, and/or institution.
<b>14. Total Compensation</b>	Total of all paid compensation including base salary, supplemental pay, variable compensation (e.g. department incentive plan eligibility, bonuses), external salary, premium pay, and other miscellaneous compensation.
<b>15. Benchmark Survey</b>	Name of the third-party, national compensation survey that is used to benchmark the faculty member's specialty. The surveys report statistics compiled by a third-party and are aligned to a faculty member's academic rank, specialty, and degree. Compensation benchmarks reflect national total compensation benchmarks and are prorated based on an individual's FTE. <i>Please refer to MCW's FMV Benchmarking Methodology for more information.</i>
<b>16. Fair Market Value %ile (FMV): Individual</b>	Fair Market Value percentile represents the faculty member's total compensation in comparison to the national competitive market for faculty within the same specialty, degree, and rank. The market is determined by the third-party compensation data. Example: a faculty member makes \$100,000 total compensation and the national benchmarks for that specialty and rank are as follows: 25%ile: \$75,000; 50%ile: \$100,000; 75%ile: \$125,000. This faculty member's total compensation aligns with the 50%ile of the AAMC compensation benchmarks, therefore the FMV is at the 50%ile of the national market. <i>Please refer to MCW's FMV Benchmarking Methodology for more information.</i>
<b>17. Fair Market Value %ile (FMV): Department</b>	The average Fair Market Value (FMV) percentile for faculty within your academic department. Fair Market Value (FMV) percentile is based on the faculty member's total compensation compared to FTE-adjusted national compensation benchmarks for the same academic rank, specialty, and FTE.  Note: Departmental FMV is reported only when the total faculty in the department N= >5.