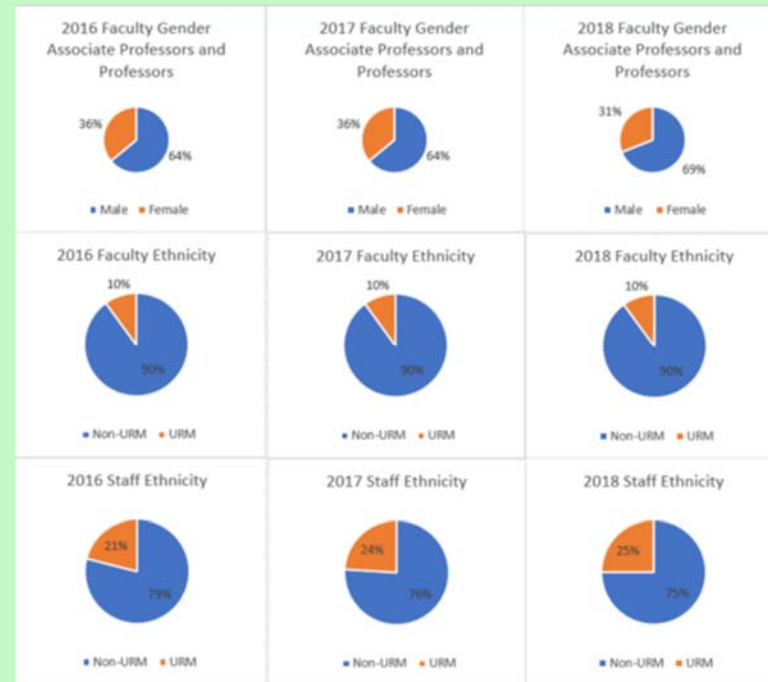


# FACULTY LEADER REVIEW— Leader Name—Department—April 11

## DIMENSIONS and Research Funding/ Clinical Productivity —Green sheet

### Engagement Survey Results—Diversity Data



### Well Being Data :

### DISCUSSION NOTES:

1. What were the outcomes of your strategic plan retreat this past November? Do these connect to your goals?
2. Research Specifics goals.

FY2018 Goals	Progress
5-year strategic Plan: Complete 5-year strategic plan	
Expand Research Program	

### FY19 Institutional Goals— Lilac sheet

FY2019 Goals	Metrics
Goal 1	<u>Threshold:</u>  <u>Target:</u>  <u>Stretch:</u>
Goal 2	<u>Threshold:</u>  <u>Target:</u>  <u>Stretch:</u>
Goal 3	<u>Threshold:</u>  <u>Target: I</u>  <u>Stretch:</u>

### SUCCESSION PLANNING UPDATE:

Chair Term Dates: 2012 **Retention planned for 2018**

**Succession:** What steps are you taking to develop leadership skills for them?

**Talent Management:** 9 box in development—multiple mtg process

### COMPENSATION RECOMMENDATIONS

*Hand leader gold comp sheet—Incentive projections included*

Base Comp: 8% increase

Incentive Comp: 10% at target incentive (no change)

Total Comp: 8% increase (53<sup>rd</sup> %ile)

**Clinical Comp Plan Goal:** This will be worth 15%

**Clinical Comp Plan Update:** Will present to practice in June

### FMV DATA

#### Fair Market Value Summary by Year

Fiscal Year	Base Compensation	% Approved	Target/Actual Incentive Pay	Total Compensation	Incentive %	FMV %ile			Approx %ile
						25th	50th	75th	
2019 <sup>(2)</sup>	415,177	8.0%	41,518	456,695	10%	340,768	440,101	590,138	53
2018 <sup>(1)</sup>	384,423	3.0%	38,442	422,865	10%	334,086	431,472	578,567	49
2017	373,227	3.0%	51,753	424,980	14%	329,962	426,145	571,424	50

<sup>(1)</sup> FY18 Incentive potential is at target level.

<sup>(2)</sup> FY19 Incentive potential is at target level. 8% increase to base comp.

### FY19 BUDGET

Revenue	Expense	FY19 Budget Submission Highlights
16.6%	13.7%	- rev/exp growth relates to one new faculty member and full year impact of a replacement faculty that started in March