

# Yale SCHOOL OF MEDICINE

## Compensation Philosophy

The School of Medicine is committed to creating an environment where every faculty member is fully confident that their compensation level has been fairly and reasonably determined.

The principles and guidelines in this document, together with the [Yale Medicine Principles of Compensation](#) for clinical departments, support the development of a compensation program which helps ensure we adhere to the School's compensation philosophy, provides flexibility in recognizing individual achievement and responding to market forces while ensuring that compensation is reasonable in light of the services performed, and guarantees sound management of financial risks and resources of departments, the School, and the University.

## Principles

1. **Develop departmental compensation plan in consultation with faculty**—Each department will develop a plan detailing the implementation of the medical school's compensation program. Departmental plans must be developed in consultation with that department's faculty, and must be approved by the Dean's Office prior to implementation. While departmental plans must adhere to the principles contained herein, they may differ in specifics to meet the unique needs of individual specialties.
2. **Offer opportunities for additional compensation equally to all eligible faculty**—When departments offer opportunities to increase compensation (salary and/or incentive) through assuming additional clinical shift work, taking on additional administrative and educational responsibilities, etc., such opportunities must be offered on an equal basis to all eligible faculty regardless of race, ethnicity, or gender.
3. **Design incentive formulas based on objective, transparent measures**—Departmental plans may include an incentive component in recognition of scholarship, citizenship, productivity, or quality of patient care, among other areas. Incentive formulas should be fairly and uniformly administered, and should be based on objective measures that are understandable and transparent to the faculty.
4. **Minimize discretionary compensation**—Departments will strive to reduce the amount of compensation that is based on discretionary considerations and promote and increase, where appropriate, the utilization of formula driven compensation determinations.
5. **Provide annual feedback to faculty on performance and compensation**—Departments must ensure that regular feedback on performance is provided to the faculty.