

Vanderbilt Department of Psychiatry and Behavioral Sciences
Compensation Plan

Updated: August 1, 2020

1. All faculty members and professional staff with billing privileges (PSP) shall receive an individualized performance plan at the start of each academic year. Plans may be updated during the year to reflect effort changes.
2. The performance plan will detail:
 - a. the effort allocation (clinical services, research, education, administration) for the upcoming academic year, and
 - b. the productivity expectations for each clinical service having effort allocated.
3. The Department will identify sufficient revenue sources for the planned activities to cover the cost of:
 - a. salary & fringe benefits,
 - b. professional fees and general support expenses (supplies, telephones, copiers, etc.), and if applicable,
 - c. professional liability insurance.
4. Revenue sources may include VMG professional practice income, health systems gap funding, department or outside funds for administration or educational activities, grant funding, VA funding, endowment/gift funds, etc.
5. If professional practice income and/or other revenue sources will not be sufficient to cover the estimated expenses listed under #3, the faculty member/PSP and department will work together to identify other funds to complement the professional practice income.
6. It is the shared responsibility of each faculty member/PSP and the Department to track ongoing performance through the course of the year.
 - a. If clinical activity performance exceeds budgeted expectations and generates an overall surplus of revenue, the faculty member/PSP may receive additional incentive pay for all or a portion of the surplus (less the cost of fringe benefits).
 - b. It is the responsibility of the faculty member/PSP to discuss any concerns regarding the ability to meet productivity expectations with Division Director and Clinical Director. If clinical activity performance is less than budgeted expectations, and a deficit occurs, the faculty member/PSP may be subject to salary reduction within the same or the next academic year.
 - c. If any of the budgeted revenue sources for the planned activities become unavailable, the faculty member/PSP has to work with Division Director and Clinical Director to identify alternative funding sources.