

**Human Resources Committee Memorandum**  
Board of Regents, State of Iowa

**Subject:** Pharmacy Incentive Payment Plan – Evaluation Criteria  
**Prepared By:** Thomas Evans  
**Date:** December 1, 2004

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**Recommended Action:**

Receive the report.

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**Executive Summary:**

This follow-up report is in response to request by the Human Resources Committee that the University of Iowa develop and report back on the evaluation criteria for the College of Pharmacy Incentive Pay Plan that would be used: 1) to determine awards for highly meritorious teaching and service; and 2) to evaluate the overall impact of the plan on the institution

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**Background:**

On June 16, 2004, the Human Resources Committee recommended and the Board of Regents approved the expansion of the pilot compensation program in the Carver College of Medicine to included faculty in the College of pharmacy.

The approved program provides for lump-sum payments to faculty as a reward for attaining significant extramural funding or providing extraordinary service in teaching and administration.

In recommending approval of the Pharmacy Incentive Pay Plan, the Human Resources Committee requested that the University of Iowa develop and report back on evaluation criteria that would be used to determine who would be awarded funds in the teaching and service component of the plan, and the overall impact of the plan on the institution.

The University of Iowa has developed criteria for measuring the overall impact of the Pharmacy Incentive Pay Plan, as well as evaluation criteria for determining awards under the pay plan for highly meritorious teaching and service. The applicable criteria are set forth in Attachment A.

## EVALUATION OF PHARMACY PILOT COMPENSATION PLAN

October 25, 2004

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### **Introduction:**

This evaluation process is submitted in response to the Board of Regents approval of this pilot program at the June, 2004 Board meeting requesting a specific plan of evaluation of this 2 year pilot program. Recognizing the lag time in realizing increases based upon an incentive program like this the period of comparison for the plan was selected as the 2002-03 fiscal year with data to be collected following the 2003-04 and 2004-05 years for purposes of comparison to baseline.

### **Goals and associated indicators:**

#### **(1) Stimulate an increase in funded grants and contracts:**

- a. Increase in the total dollar value of extramural grant and contract applications submitted per tenure track faculty member by 8% per year.
- b. Increase in the total dollar value of extramural grant and contract awards per tenure track faculty member of 20% over the two year period. .
- c. Increase in the College's current ranking in total NIH funds relative to all colleges of pharmacy (35<sup>th</sup> in fiscal 03) to better than 30<sup>th</sup> by fiscal 05.
- d. Increase in the number of faculty having greater than 20% salary offset on extramural grants by 15% over the two year period.

#### **(2) Continue to deliver the high quality professional, graduate and research programs of the college**

- a. Increase the number of faculty members involved in curriculum renewal and related efforts by 10% over the two year period
- b. Maintain number of faculty members receiving university or national recognition for teaching
- c. Maintain number of students completing professional and graduate degrees
- d. Maintain number of residents and fellows completing training
- e. Maintain number of semester hours delivered
- f. Maintain average ACE evaluation scores in courses taught in the college
- g. Maintain scores on licensing examinations

**(3) Examine measures of determining teaching quality and excellence.**

- a. Awards made in this category will be based upon the development of innovative new courses and/or significant enhancement of existing courses or programs within the college. Overall measures for the college in this area will include:
  1. Increase number of new and innovative courses or innovative modes of delivery of existing courses by 2 per year.
  2. Increase the number of faculty publication and presentations related to teaching effectiveness by 25% over a 2 year period.
  3. Continue to improve the internal teaching award programs of the COP.

**(4) Respond to the reality that our salaries have slipped substantially in relation to our peer institutions.**

- a. Increase average faculty salaries among those qualifying for the bonus by 10% over and above regular merit increases over two years
  - b. Improve our ranking of faculty salaries among our peer group of colleges at major research universities.
  - c. Maintain or improve faculty retention.
- Although all faculty are eligible for bonuses based upon the stated criteria only tenure track faculty will be PI's and be captured in the UIRIS data base that we will be using to assess progress here.
  - All research grant calculations will be adjusted relative to any changes in overall NIH funding allocation in future years.
  - Only grant awards to faculty within the academic divisions of the colleges will be considered in these calculations.
  - In the event that budget constraints prevent replacement of faculty who either retire or resign a modification of this productivity will be required.