**FVS Template Language for Faculty**

**Updated May 4, 2023**

**FVS Language for Current Faculty**

You will have a Fully Variable Supplement (“FVS”) which will be set at an amount that will raise your compensation (academic base salary (“ABS”) plus Supplement plus FVS) to the XXth\* percentile of compensation as measured by the AAMC Public benchmark Table 12: INSERT SPECIALITY (Note: XXth %ile is $INSERT AMOUNT. Your compensation in this scenario would increase to a maximum of $INSERT AMOUNT) if your performance benchmarks at least at the XX %ile of MGMA Academics. Your FVS will take into account your FTE and cFTE. However, the $INSERT AMOUNT of FVS will be paid and guaranteed for fiscal year YYYY\*\*. If, after this year, your productivity falls below the percentage level of productivity at which your FVS is determined (XXth%ile of the MGMA benchmarks), your FVS will be reduced to the percentage of productivity that you actually achieve.

Additionally, the actual amount of your FVS will be recalculated each subsequent fiscal year to take into account adjustments, if any, to your ABS, Supplement, or related benchmark compensation, adjusted for FTE and cFTE. Your FVS will be paid on a monthly basis and will not be counted as earnings for the purposes of calculating retirement plan benefit contributions.

**FVS Language for New Faculty**

You will have a Fully Variable Supplement (“FVS”) which will be set at an amount that will raise your compensation (academic base salary (“ABS”) plus Supplement plus FVS) to theXXth\*\*\* percentile of compensation as measured by the AAMC Public benchmark Table 12: INSERT SPECIALITY (Note: XXth %ile is $INSERT AMOUNT. Your compensation in this scenario would increase to a maximum of $INSERT AMOUNT) if your performance benchmarks at least at the XX %ile of MGMA Academics. Your FVS will take into account your FTE and cFTE. However, during your first year of employment, the $INSERT AMOUNT of FVS will be paid and guaranteed to you. If, after the first year, your productivity falls below the percentage level of productivity at which your FVS is determined (XXth%ile of the MGMA benchmarks), your FVS will be reduced to the percentage of productivity that you actually achieve.

Additionally, the actual amount of your FVS will be recalculated each subsequent fiscal year to take into account adjustments, if any, to your ABS, Supplement, or related benchmark compensation, adjusted for FTE and cFTE. Your FVS will be paid on a monthly basis and will not be counted as earnings for the purposes of calculating retirement plan benefit contributions.

*\*\* The FVS is guaranteed for the first year.*

*\*\*\*The percentile to be used will match the faculty member’s expected clinical productivity. The academic base + supplement must be at least at the 35th percentile of the AAMC publics. The FVS is added to that.*