

Clinical Productivity

Clinical data elements comprise attributes of clinicians, their clinical FTE (CFTE), clinical effort, and productivity benchmarks. This data is sourced from the CFTE Adjustment Application, both hospitals Faculty Events, and MGMA productivity survey results.

Glossary Last Updated: 7/30/15

Application or Dashboard	Data Element Name	Business Definition	Notes
CFTE Adjustment	DATA AS OF: (date)	The date the application data was refreshed from the data warehouse. Typically, this should be the previous day. If the nightly data processing has been delayed, the date will represent the date of the last successfully run process.	E.g. "12/7/2014" indicates that the SoM Data Warehouse was last refreshed with data from December 7th, 2014. New faculty or appointment changes will appear on the day after they were entered into Faculty Events.
CFTE Adjustment	Department	The name of a level 3 organization within the organizational hierarchy in the School of Medicine.	If "Select Department" is displayed, all departments to which the user has access are displayed in the application.
CFTE Adjustment	Division	The name of a level 4 organization within the School of Medicine within the organizational hierarchy in the School of Medicine.	If "Select Division is displayed, all divisions within the selected department are displayed in the application.
CFTE Adjustment	Fiscal Year	The fiscal year for which CFTE information is being displayed.	By default this will open to the current fiscal year.
CFTE Adjustment	First Name/Last Name	The first and last name of a Faculty Member.	Faculty members displayed in the CFTE Adjustment Application are those who have Expenditure CFTE for the selected fiscal year.
CFTE Adjustment	Appointment FTE	Percentage of full time employment associated with an appointment.	This does not appear in CFTE Adjustment, but it's part of the CFTE calculation.
CFTE Adjustment	Exp(endingure) CFTE	Expenditure CFTE is a strictly salary-based CFTE measure. It is calculated each month as: Appointment FTE*(Clinical Salary/Total Salary). This is typically calculated on or about the 7th of the following month. Clinical Salary refers to salary from Awards where Award Type = "DES_CLIN"	If Expenditure CFTE is displayed as "-" it means there is no valid appointment for that month. If Expenditure CFTE for a valid appointment is calculated as zero, it will be displayed as "0" for that month. In either case, any existing adjustments will be zeroed out, and verified CFTE will be zero.
CFTE Adjustment	Annualized Exp. CFTE	Annualized Expenditure CFTE is derived as: Sum(Expenditure CFTE for each calculated month + Expenditure CFTE for each projected month)/12	
CFTE Adjustment	Ver(ified) CFTE	Verified CFTE is derived for each month as: Expenditure CFTE - Sum(hospital- or Department-supported negative adjustments)+ Upward Adjustments	
CFTE Adjustment	Annualized Ver. CFTE	Annualized Verified CFTE is derived as: Sum(Verified CFTE for each calculated month + Verified CFTE for each projected month)/12	
CFTE Adjustment	Year-To-Date Ver. CFTE	YTD Verified CFTE is derived as: Sum(Verified CFTE for each calculated month in the Fiscal Year to Date)/Sum(number of calculated months in Fiscal Year to Date)	
CFTE Adjustment	Hospital- or VA-Supported Non-RVU-Generating Activities	A category of negative adjustments to CFTE. Adjustments in this category represent non-RVU-generating activity compensated from a clinical account by a hospital (LPCH or SHC) or the VA.	
CFTE Adjustment	Medical Direction	Negative CFTE adjustment, representing faculty effort spent in a formally recognized and funded role of a Medical Director	
CFTE Adjustment	Outreach/Cash Business (Non-RVU Generating; VA, SCVMC, etc.)	Negative CFTE adjustment, representing non-RVU-generating clinical effort funded by an external hospital through a contracted agreement, usually whereby the external hospital processes the professional billing and sends payment to the University to "buy" the time of a Stanford faculty.	

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Application or Dashboard	Data Element Name	Business Definition	Notes
CFTE Adjustment	Education	Negative CFTE adjustment, representing hospital funded administration of a residency or fellowship or other training program within a department. Program administration faculty should be named as having a specifically identified responsibility as a program director.	
CFTE Adjustment	Other Hospital(s) Supported Activity	Negative CFTE Adjustment, representing other hospital- or non-RVU-generating activity; which may include essential services, program development, purchased services, IT leadership or other activities supported by a hospital.	
CFTE Adjustment	Department Supported Non-RVU-Generating Activities	A category of negative adjustments to CFTE. Adjustments in this category represent non-RVU-generating activity compensated from a clinical account by the Department.	
CFTE Adjustment	SoM or Department Admin Role	Negative adjustment to CFTE, representing non-RVU generating effort charged to the clinical account for department funded clinical administrative roles in the School of Medicine (i.e., section/division chief).	
CFTE Adjustment	Leaves	Negative adjustment to CFTE, representing all leaves charged to the clinical account (i.e., CE Professional Development leaves, maternity, disability).	
CFTE Adjustment	Other Department Supported Activity	Negative adjustment to CFTE, representing other non-WRVU generating clinical activity supported by the Department.	
CFTE Adjustment	Upward Adjustments	A category of positive CFTE adjustments, recognizing clinical effort funded by non-clinical fund types (i.e., salary sourced to endowment, gifts, etc.).	
CFTE Adjustment	Other Upward Adjustment	A positive CFTE adjustment, recognizing clinical effort funded by non-clinical fund types (i.e., salary sourced to endowment, gifts, etc.).	
CFTE Adjustment	Net Adj(ustment)	Net adjustment refers to the sum of all negative and positive CFTE adjustments for a given month. If adjustments are made at the Fiscal Year level, they will be applied to each month separately.	Note: If a month's Expenditure CFTE is calculated as zero or null (""), the adjustments for that month will be zeroed out automatically, to avoid creating a negative Verified CFTE.

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Application or Dashboard	Data Element Name	Business Definition	Notes		
CFTE Analysis	Data as of: (date)	The date the application data was refreshed from the data warehouse. Typically, this should be the previous day. If the nightly data processing has been delayed, the date will represent the date of the last successfully run process.	E.g. "12/7/2014" indicates that the SoM Data Warehouse was last refreshed with data from December 7th, 2014. New faculty or appointment changes will appear on the day after they were entered into Faculty Events.		
CFTE Analysis	(Month), (Fiscal Year) Summary	The month being displayed in the dashboard. By default, this will open to the last month for which the data warehouse has complete wRVU and CFTE information.	This can be changed in the filter prompts as described below.		
CFTE Analysis	Appointment FTE	Percentage of full time employment associated with an appointment.	In the summary header of this dashboard, the Appointment FTE is rolled up to the level described on the report tab at the top. By default, it opens to the "Department Level," but navigating to the Division or Faculty level will change the aggregation accordingly.		
CFTE Analysis	Expenditure CFTE	Expenditure CFTE is a strictly salary-based CFTE measure. It is calculated each month as: Appointment FTE*(Clinical Salary/Total Salary). This is typically calculated on or about the 7th of the following month. Clinical Salary refers to salary from Awards where Award Type = "DES_CLIN"	In the summary header of this dashboard, the Expenditure CFTE is rolled up to the level described on the report tab at the top. By default, it opens to the "Department Level," but navigating to the Division or Faculty level will change the aggregation accordingly.		
CFTE Analysis	Total Adjustments	The Sum of all negative and positive CFTE adjustments made in the CFTE Adjustment Dashboard for a given month.	In the summary header of this dashboard, Total Adjustments are rolled up to the level described on the report tab at the top. By default, it opens to the "Department Level," but navigating to the Division or Faculty level will change the aggregation accordingly.		
CFTE Analysis	Verified CFTE	Verified CFTE is derived for each month as: Expenditure CFTE - Sum(hospital- or Department-supported negative adjustments)+ Upward Adjustments	In the summary header of this dashboard, the Verified CFTE is rolled up to the level described on the report tab at the top. By default, it opens to the "Department Level," but navigating to the Division or Faculty level will change the aggregation accordingly.		
CFTE Analysis	Verf CFTE/Exp. CFTE	Verified CFTE divided by Expenditure CFTE.	This metric shows the percentage of Expenditure CFTE represented by Verified CFTE. E.g."1.0" here would mean there were no adjustments at all made to Expenditure CFTE. If one adjusted a .5 Exp. CFTE down to .25, the Verf CFTE/Exp. CFTE would be .5, or half of the original Expenditure CFTE.		
CFTE Analysis	Dept. Group	Groups departments into Clinical Sciences, Basic Sciences.	In this dashboard, this prompt is set to "All Values" by default.		
CFTE Analysis	Department	The name of a level 3 organization within the School of Medicine.			
CFTE Analysis	Division	The name of a level 3 organization within the School of Medicine.			

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Application or Dashboard	Data Element Name	Business Definition	Notes
CFTE Analysis	Name	The name of the faculty member.	Faculty included in this report are those who have a Verified CFTE greater than zero. If Verified CFTE is greater than 1, then 1 is displayed in the dashboard.
CFTE Analysis	Employee ID	The Stanford EMPLID.	
CFTE Analysis	Line	Values: UTL, NTLR, NTLT, NTLC, MCL, CE, CE (Affiliate), Acting, Instructor, Visiting, Consulting, Adjunct, Academic Staff-Teaching, Visiting Scholar	Use this filter prompt to filter the dashboard by line.
CFTE Analysis	Rank	For Professoriate and CEs, a collapsed grouping of ranks for comparison across lines. E.g. "Assistant Professor", "Associate Professor".	Use this filter prompt to filter the dashboard by Rank Level.
CFTE Analysis	MGMA Specialty	Specialty for this appointment, according to MGMA. Used to associate appropriate productivity benchmarks with faculty.	
CFTE Analysis	Fiscal Year	The fiscal year for which CFTE information is being displayed.	
CFTE Analysis	wRVU Month	The fiscal month for which CFTE information is being displayed.	By default this opens to the last month for which the SoM Data Warehouse has wRVU data.
CFTE Analysis	Medical Direction	Negative CFTE adjustment, representing faculty effort spent in a formally recognized and funded role of a Medical Director	
CFTE Analysis	Outreach/Cash Business (Non-RVU Generating; VA, SCVMC, etc.)	Negative CFTE adjustment, representing non-RVU-generating clinical effort funded by an external hospital through a contracted agreement, usually whereby external hospital processes the professional billing and sends payment to the University to "buy" the time of a Stanford faculty.	
CFTE Analysis	Education	Negative CFTE adjustment, representing hospital funded administration of a residency or fellowship or other training program within a department. Program administration faculty should be named as having a specifically identified responsibility as a program director.	
CFTE Analysis	Other Hospital(s) Supported Activity	Negative CFTE Adjustment, representing other hospital- or non-RVU-generating activity; which may include essential services, program development, purchased services, IT leadership or other activities supported by a hospital.	
CFTE Analysis	SoM or Department Admin Role	Negative adjustment to CFTE, representing non-RVU generating effort charged to the clinical account for department funded clinical administrative roles in the School of Medicine (i.e., section/division chief).	

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Application or Dashboard	Data Element Name	Business Definition	Notes	
CFTE Analysis	Leaves	Negative adjustment to CFTE, representing all leaves charged to the clinical account (i.e., CE Professional Development leaves, maternity, disability).		
CFTE Analysis	Other Department Supported Activity	Negative adjustment to CFTE, representing other non-WRVU generating clinical activity supported by the Department.		
CFTE Analysis	Other Upward Adjustment	A positive CFTE adjustment, recognizing clinical effort funded by non-clinical fund types (i.e., salary sourced to endowment, gifts, etc.).		
CFTE Analysis	Total Adjustments	The Sum of all negative and positive CFTE adjustments made in the CFTE Adjustment Dashboard for a given month.		
Performance to Target by CFTE Range	(Month), (Fiscal Year) Summary	The month being displayed in the dashboard. By default, this will open to the last month for which the data warehouse has complete wRVU and CFTE information.	This can be changed in the filter prompts as described below.	
Performance to Target by CFTE Range	Period CFTE	Period CFTE refers to Verified CFTE for the last calculated month, as indicated in the header section. E.g. "Jul, FY 2014 Summary". Formula: Expenditure CFTE - Sum(hospital- or Department-supported negative adjustments)+ Upward Adjustments	Named Period CFTE per Marcia Cohen. In the summary header of this dashboard, the Verified CFTE is rolled up to the level described on the report tab at the top. By default, it opens to the "Department Level," but navigating to the Division or Faculty level will change the aggregation accordingly.	
Performance to Target by CFTE Range	Period CFTE/Appt.CFTE	Current month Verified CFTE divided by Current Month Active Appointment FTE.	In the summary header of this dashboard, this metric is rolled up at the level indicated on the tab at the top. By default it opens to the "Department Level" but navigating to Division or Faculty level tabs will change the aggregation accordingly.	
Performance to Target by CFTE Range	wRVUs/CFTE	Total YTD wRVUs (including converted ASA units) divided by current month's Verified CFTE	This metric provides an at a glance view of overall clinical productivity. In the summary header of this dashboard, this metric is rolled up at the level indicated on the tab at the top. By default it opens to the "Department Level" but navigating to Division or Faculty level tabs will change the aggregation accordingly.	
Performance to Target by CFTE Range	Dept. Group	Groups departments into Clinical Sciences, Basic Sciences.	In this dashboard, this prompt is set to "All Values" by default.	
Performance to Target by CFTE Range	Department	The name of a level 3 organization within the School of Medicine.		
Performance to Target by CFTE Range	Division	The name of a level 3 organization within the School of Medicine.		
Performance to Target by CFTE Range	Line	Values: UTL, NTLR, NTLT, NTLC, MCL, CE, CE (Affiliate), Acting, Instructor, Visiting, Consulting, Adjunct, Academic Staff-Teaching, Visiting Scholar	Use this filter prompt to filter the dashboard by line.	

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Application or Dashboard	Data Element Name	Business Definition	Notes	
Performance to Target by CFTE Range	Rank	Rank Level. For Professoriate and C/Es, a collapsed grouping of ranks for comparison across lines. E.g. "Assistant Professor", "Associate Professor".	Use this filter prompt to filter the dashboard by Rank Level.	
Performance to Target by CFTE Range	MGMA Specialty	Clinical Productivity specialty for this appointment, according to MGMA. Used to associate appropriate productivity benchmarks with faculty.	Note: as of August, 2015, Departments will be able to adjust clinical productivity specialty separately from compensation specialty.	
Performance to Target by CFTE Range	Fiscal Year	The fiscal year for which CFTE information is being displayed.		
Performance to Target by CFTE Range	wRVU Month	The fiscal month for which CFTE information is being displayed.	By default this opens to the last month for which the SoM Data Warehouse has wRVU data.	
Performance to Target by CFTE Range	Name	The name of the faculty member.	Faculty included in this report are those who have a Verified CFTE greater than zero. If Verified CFTE is greater than 1, then 1 is displayed in the dashboard.	
Performance to Target by CFTE Range	Monthly wRVUs	The number of base wRVUs (and/or converted ASA units) generated in the selected month.	This is reported monthly by the hospitals, and entered into the data warehouse once per month, generally around the third week of the following month. Productivity and Benchmark metrics for Anesthesiology and Anesth. Peds. specialties have been converted from ASA units to wRVUs, based on a formula provided by the Anesthesiology Department. For FY14, 1 wRVU = .678 ASA units. For FY13, 1 wRVU = .676 ASA units.	
Performance to Target by CFTE Range	Monthly wRVU Target	The department-specified wRVU productivity target divided by 12. Benchmarks are derived for individuals based on MGMA specialty as entered in Faculty Events, and scaled down proportionally to the Verified CFTE.	At the School, Department or Division level, all current individual faculty targets are "rolled up," in order to represent the SoM faculty specifically. Targets are defaulted to 105% of the MGMA Academic 50th percentile, and are loaded yearly, from adjustment spreadsheets distributed to clinical DFAs.	
Performance to Target by CFTE Range	Monthly wRVU Benchmark	The most current published annual MGMA Academic 50th, 75th, or 90th percentile base wRVU benchmark divided by 12. Benchmarks are derived for individuals based on MGMA specialty as entered in Faculty Events, and scaled down proportionally to the Verified CFTE.	At the School, Department or Division level, all current individual faculty benchmarks are "rolled up," in order to represent the SoM faculty specifically. If a clinician appears in the dashboard, and has a benchmark (MGMA doesn't public benchmarks for every specialty), they will be represented in the rolled-up benchmarks. Benchmarks are loaded yearly, when the SoM receives the survey results from the previous year.	
Performance to Target by CFTE Range	% Monthly Benchmark Achieved.	Monthly wRVU Benchmark / Monthly wRVUs		
Performance to Target by CFTE Range	% Monthly Target Achieved.	Monthly wRVU Target / Monthly wRVUs		
Performance to Target by CFTE Range	YTD wRVUs	Sum of Monthly wRVUs for the fiscal year to date.		

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Application or Dashboard	Data Element Name	Business Definition	Notes	
Performance to Target by CFTE Range	YTD wRVU Target	Sum of all monthly department-specified targets for the fiscal year to date.		
Performance to Target by CFTE Range	% YTD Benchmark Achieved	YTD wRVU Target / Monthly wRVUs	Note, in the bubble chart, any percentages over 150 have been represented as 150%, in order to display outliers in a usable format. The actual percentages can be seen in the table at the bottom of the dashboard.	
Performance to Target by CFTE Range	YTD wRVU Benchmark	Sum of all Monthly Benchmarks for the fiscal year to date.		
Performance to Target by CFTE Range	% YTD Benchmark Achieved	YTD wRVU Benchmark / Monthly wRVUs	Note, in the bubble chart, any percentages over 150 have been represented as 150%, in order to display outliers in a usable format. The actual percentages can be seen in the table at the bottom of the dashboard.	
Performance to Target by CFTE Range	% of Annual Target Achieved	Annual Target / YTD wRVUs		
Progress to Target wRVU	(Month), (Fiscal Year) Summary	The month being displayed in the dashboard. By default, this will open to the last month for which the data warehouse has complete wRVU and CFTE information.	This can be changed in the filter prompts as described below.	
Progress to Target wRVU	Period CFTE	Period CFTE refers to Verified CFTE for the last calculated month, as indicated in the header section. E.g. "Jul, FY 2014 Summary." Formula: Expenditure CFTE - Sum(hospital- or Department-supported negative adjustments)+ Upward Adjustments.	Named Period CFTE per Marcia Cohen. In the summary header of this dashboard, the Verified CFTE is rolled up to the level described on the report tab at the top. By default, it opens to the "Department Level," but navigating to the Division or Faculty level will change the aggregation accordingly.	
Progress to Target wRVU	Period CFTE/ Appt.CFTE	Current month Verified CFTE divided by Current Month Active Appointment FTE.	In the summary header of this dashboard, this metric is rolled up at the level indicated on the tab at the top. By default it opens to the "Department Level" but navigating to Division or Faculty level tabs will change the aggregation accordingly.	
Progress to Target wRVU	wRVUs/CFTE	Total YTD wRVUs (including converted ASA units) divided by current month's Verified CFTE	This metric provides an at-a-glance view of overall clinical productivity. In the summary header of this dashboard, this metric is rolled up at the level indicated on the tab at the top. By default it opens to the "Department Level" but navigating to Division or Faculty level tabs will change the aggregation accordingly.	
Progress to Target wRVU	Dept. Group	Groups departments into Clinical Sciences, Basic Sciences.	In this dashboard, this prompt is set to "All Values" by default.	
Progress to Target wRVU	Department	The name of a level 3 organization within the School of Medicine.		
Progress to Target wRVU	Division	The name of a level 3 organization within the School of Medicine.		

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Application or Dashboard	Data Element Name	Business Definition	Notes
Progress to Target wRVU	MGMA Specialty	Clinical Productivity specialty for this appointment, according to MGMA. Used to associate appropriate productivity benchmarks with faculty.	Note: as of August, 2015, Departments will be able to adjust clinical productivity specialty separately from compensation specialty.
Progress to Target wRVU	Name	The name of the faculty member.	Faculty included in this report are those who have a Verified CFTE greater than zero. If Verified CFTE is greater than 1, then 1 is displayed in the dashboard.
Progress to Target wRVU	Monthly wRVUs	The number of base wRVUs (and/or converted ASA units) generated in the selected month.	This is reported monthly by the hospitals, and entered into the data warehouse once per month, generally around the third week of the following month. Productivity and Benchmark metrics for Anesthesiology and Anesth. Peds. specialties have been converted from ASA units to wRVUs, based on a formula provided by the Anesthesiology Department. For FY14, 1 wRVU = .678 ASA units. For FY13, 1 wRVU = .676 ASA units.
Progress to Target wRVU	Monthly wRVU Target	The department-specified wRVU productivity target divided by 12. Benchmarks are derived for individuals based on MGMA specialty as entered in Faculty Events, and scaled down proportionally to the Verified CFTE.	At the School, Department or Division level, all current individual faculty targets are "rolled up," in order to represent the SoM faculty specifically. Targets are defaulted to 105% of the MGMA Academic 50th percentile, and are loaded yearly, from adjustment spreadsheets distributed to clinical DFAs.
Progress to Target wRVU	Monthly wRVU Benchmark	The most current published annual MGMA 50th percentile base wRVU benchmark divided by 12. Benchmarks are derived for individuals based on MGMA specialty as entered in Faculty Events, and scaled down proportionally to the Verified CFTE.	At the School, Department or Division level, all current individual faculty benchmarks are "rolled up," in order to represent the SoM faculty specifically. If a clinician appears in the dashboard, and has a benchmark (MGMA doesn't public benchmarks for every specialty), he/she will be represented in the rolled-up benchmarks. Benchmarks are loaded yearly, when the SoM receives the survey results from the previous year.
Progress to Target wRVU	% Monthly Benchmark Achieved.	Monthly wRVU Benchmark / Monthly wRVUs	

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Progress to Target wRVU	% Monthly Target Achieved.	Monthly wRVU Target / Monthly wRVUs	
Progress to Target wRVU	YTD wRVUs	Sum of Monthly wRVUs for the fiscal year to date.	
Progress to Target wRVU	YTD wRVU Benchmark	Sum of all Monthly Benchmarks for the fiscal year to date.	
Progress to Target wRVU	% YTD Benchmark Achieved	YTD wRVU Benchmark / Monthly wRVUs.	
Progress to Target wRVU	% of FY Benchmark Achieved	Annual Benchmark / YTD wRVUs.	
Progress to Target wRVU Trend Analysis	Department	The name of a level 3 organization within the School of Medicine.	
Progress to Target wRVU Trend Analysis	Division	The name of a level 3 organization within the School of Medicine.	
Progress to Target wRVU Trend Analysis	Line	Values: UTL, NTLR, NTLT, NTLC, MCL, CE, CE (Affiliate), Acting, Instructor, Visiting, Consulting, Adjunct, Academic Staff-Teaching, Visiting Scholar	Use this filter prompt to filter the dashboard by line.
Progress to Target wRVU Trend Analysis	Rank	Rank Level. For Professoriate and CEs, a collapsed grouping of ranks for comparison across lines. E.g. "Assistant Professor," "Associate Professor."	Use this filter prompt to filter the dashboard by Rank Level.
Progress to Target wRVU Trend Analysis	MGMA Specialty	Clinical Productivity specialty for this appointment, according to MGMA. Used to associate appropriate productivity benchmarks with faculty.	Note: as of August, 2015, Departments will be able to adjust clinical productivity specialty separately from compensation specialty.
Progress to Target wRVU Trend Analysis	Fiscal Year	The fiscal year for which CFTE information is being displayed.	
Progress to Target wRVU Trend Analysis	FY <Current Year> wRVU Summary (thru <MONTH>)	This row displays values for the current fiscal year through the latest calculated month. <MONTH> is the month being displayed in the dashboard, and the last month in current year FTYD calculations. By default, this will open to the last month for which the data warehouse has complete wRVU and CFTE information.	Notice in the table view at the bottom; months ahead of the <MONTH> have no values in the current year's YTD Actuals column.

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Application or Dashboard	Data Element Name	Business Definition	Notes
Progress to Target wRVU Trend Analysis	FY <Prior Year> wRVU Summary	This row displays values for the entire prior fiscal year.	
Progress to Target wRVU Trend Analysis	YTD Actual wRVUs	The sum of each person's wRVUs earned from September through the current fiscal period.	
Progress to Target wRVU Trend Analysis	YTD Target	The sum of each person's monthly department-specified target values from September through the current fiscal period.	
Progress to Target wRVU Trend Analysis	YTD % of Target	The YTD Actual wRVUs/ YTD Target.	
Progress to Target wRVU Trend Analysis	YEP FY Projection vs PY Actuals wRVUs	The current FY row contains a Year End Projection (YEP) for the current fiscal year, based on the YTD actuals. This is calculated as the sum of each person's YTD wRVUs * (12/(number of fiscal periods in current YTD)). In the prior FY row, this is the sum of each person's wRVUs for the entire prior fiscal year.	
Progress to Target wRVU Trend Analysis	YEP % of Target Achieved	The current FY row shows the sum of each person's YTD monthly Target values * (12/(number of periods to date)). In the prior FY row, this is the sum of each person's entire annual target value for the prior fiscal year.	
Progress to Target wRVU Trend Analysis	Verified CFTE	Verified CFTE is derived for each month as: Expenditure CFTE - Sum(hospital- or Department-supported negative adjustments)+ Upward Adjustments	In this dashboard, anywhere the Verified CFTE is displayed in an annual table, it is calculated as YTD (The sum of each person's monthly expenditure CFTE/number of months in the fiscal year to date). However, when you are viewing the monthly detail, the CFTE values are for the individual months.
Progress to Target wRVU Trend Analysis	Total Adjustments	The Sum of all negative and positive CFTE adjustments made in the CFTE Adjustment Dashboard for a given month.	
Progress to Target wRVU Trend Analysis	Expenditure CFTE	Expenditure CFTE is a strictly salary-based CFTE measure. It is calculated each month as: Appointment FTE*(Clinical Salary/Total Salary). This is typically calculated on or about the 7th of the following month. Clinical Salary refers to salary from Awards where Award Type = "DES_CLIN."	In this dashboard, anywhere the Expenditure CFTE is displayed in an annual table, it is calculated as YTD (The sum of each person's monthly expenditure CFTE/number of months in the fiscal year to date). However, when you are viewing the monthly detail, the CFTE values are for the individual months.
Progress to Target wRVU Trend Analysis	Verified CFTE/Expenditure CFTE	YTD Verified CFTE / YTD Expenditure CFTE	

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Progress to Target wRVU Trend Analysis	wRVUs/CFTE	Total YTD wRVUs (including converted ASA units) divided by YTD Verified CFTE	This metric provides an at a glance view of overall clinical productivity. In the summary header of this dashboard, this metric is rolled up at the level indicated on the tab at the top. By default it opens to the "Department Level" but navigating to Division or Faculty level tabs will change the aggregation accordingly.