

**PSYCHOSOCIAL ONCOLOGY AND PALLIATIVE CARE
FACULTY INCENTIVE PROGRAM – AY24**

Eligibility: All faculty members whose POPC effort is greater than 20%

(reminder: faculty in their first year are not eligible)

Program Components: Clinical Productivity and Academic Scholarship

Citizenship: good citizenship counts

Eligible Dates: July 1, 2023 – June 30, 2024

Clinical Productivity

For the clinical productivity portion of the bonus, participants' clinical encounter totals over the designated threshold for the academic year will be converted to a point system. The point system ensures that, overall, clinical productivity accounts for 50% of bonuses and academic scholarship for the other 50%.

Academic Scholarship

Academic products will be valued with points according to the criteria below, and will be prorated for POPC percent effort:

Criteria	Point Value	Definition
<p><i>Grants Submitted and Funded</i></p> <p>Of note:</p> <p>Pending grants will not be counted this year, but will be counted next year if funded.</p> <p>Funding needs to have started to be counted for this academic year</p> <p>Multiyear funded grants count for current year's direct costs</p>	No Max	<p>Measures success in submitting and obtaining grants. Only grants submitted/funded in current academic year are included.</p> <p>0 points = no submissions</p> <p>1 points = Any grant submitted as Principal Investigator but not funded, or any funded grant as PI at annual direct cost \leq \$25,000</p> <p>2 points = Any grant funded as co-Investigator if annual direct costs are $>$ \$25,000</p> <p>4 points = Any grant funded as Principal Investigator at annual direct cost from \$25,001 - \$100,000</p> <p>6 points = Any grant funded as Principal Investigator at annual direct cost $>$ \$100,000</p> <p>Note: You are considered a PI if you are a PI, co-PI or multiple-PI. Dollar values are direct costs only.</p>
<p>No cost extensions are not included</p> <p>Individual donor/personal philanthropy does not count</p> <p>A large one-time grant/endowment only counts for the year received even if spend over multiple years</p>		

<p><i>Publications</i></p> <p>Of note: A manuscript “In Press” does not count, but will be counted in the year it is published</p> <p>An e-published manuscript counts this year, however cannot be counted again when in print.</p>	<p>No Max</p>	<p>Quality and impact of publications:</p> <p>0 points = no publications</p> <p>1 points = for each chapter or peer reviewed web-based article (regardless of authorship), book reviews, Fast-Facts, PC-FACS, Editorials, letters to the editor, authorship without being named, etc...</p> <p>2 points = peer-reviewed journal article in a Psychosomatic, Psychooncology, Palliative Care, Pediatric Psychology, Pediatric Blood and Cancer, Cancer Survivorship, J of Pediatrics, or Cancer; deduct 1 point if not first or last author. Any perspective, independent of journal.</p> <p>3 points = article in major or general medical journal (NEJM, JAMA, Pediatrics, JAMA Pediatrics, JCO, American Journal of Psychiatry, Annals of Internal Medicine, Health Affairs, Academic Medicine), deduct 1 point if not first or last author; or Authored/Edited textbook or guest editor of a journal special issue</p> <p>*Points for other journal types below</p>
<p><i>Media Publications</i></p>	<p>No Max</p>	<p>0.5 points =</p> <p>Other media publications: op ed or article in a regional media publication such as the Boston Globe, WBUR cognoscente, etc...</p> <p>1 points =</p>

		<p>Op ed or article in a national medial publication such as: NYT, Washington Post, Wall Street Journal, LA Times, USA Today, Time magazine, Atlantic, Slate, Vox, New Yorker, CNN.com, MSNBC.com, etc...</p> <p>Things that don't count:</p> <ul style="list-style-type: none"> • Letter to the editor • Columns/articles for association publications such as AAHPM Quarterly • Being interviewed for the media or having a story written about a publication
<p>Teaching</p> <p>Of note:</p> <p>1 point is given for one or more short-term teaching opportunities (not for each one)</p> <p>2 points are given for each long term formal teaching opportunities</p> <p>Mentoring (clinical and/or research) and supervision does not count</p>	<p>0-5</p> <p>Max: 5 points</p>	<p>Contributions to teaching:</p> <p>0 points = no teaching, or clinical, bedside teaching only</p> <p>1 points = 1 or more short term formal teaching of medical students, residents, fellows, NPs, PAs, social workers (e.g., occasional seminars, Lectures, POPC didactics, PCEP, CME)</p> <p>2 points = each long term formal teaching of medical students, residents, fellows, NPs, PAs, social workers (e.g., frequent seminars, lectures, POPC didactics, examples: monthly balint group, facilitation of monthly HMS Faculty Seminar)</p> <p>3 points = educational leadership role in accredited program (medical students, residents, fellows), psychology fellowship program, or CME course</p> <p>Even if part of your “job description” includes conducting these activities, you still can earn these points</p>
<p>Program Development</p> <p>Points are given for new initiatives, not ongoing initiatives</p>	<p>0-3</p> <p>Max: 3 points</p>	<p>Contributions to developing POPC services:</p> <p>0 points = no program development</p> <p>1 points = 1 or more small and significant role in new divisional or departmental initiative(s) or significant role in developing clinical guidelines</p>

		<p>2 points = each large and significant role in new divisional or departmental initiative(s) including new role as POPC Committee Chair</p> <p>3 points = designated leadership role and active participation in new major divisional or department initiative with demonstrated impact (e.g., a new program put into place)</p>
<i>External Academic Recognition</i>	<p>0-3</p> <p>Max: 3 points</p>	<p>Prominence and recognition for external activity (receive points for highest activity completed):</p> <p>0 points = no external activity</p> <p>1 points = 1 or more local/ regional presentation (not DFCI, BWH, BCH, HMS); deduct ½ point if not first or last author, or membership in committee or workgroup, including posters, podcasts</p> <p>2 points = each national/ international presentation; deduct 1 point if not first or last author, including posters</p> <p>3 points = national committee/ work group</p>
<i>Honors/ Awards</i>	<p>0-3</p>	<p>Success in obtaining honors and awards:</p> <p>0 points = no honors/awards</p> <p>1 points = each DFCI, BWH, BCH honor award or becoming a fellow with a national organization, including award as first author poster or paper presentation</p> <p>2 points = each HMS honor/ award or regional honor/award, including award as first author poster or paper presentation</p> <p>3 points = national/international honor/award, including award as first author poster or paper presentation</p>

For AY24 the total bonus pool is \$165,000, and the value of each point is calculated by \$165,000/total points earned by all faculty. Each faculty member's bonus will be calculated according to point total, and the bonus will be paid prior to September 30, 2024.

Citizenship

Faculty members must have completed all compliance requirements (e.g. Healthstream), submitted all re-credentialing materials, completed annual review materials and fulfilled all occupational health requirements by their respective deadlines. Any bonus payment will be

reduced by 25% if one deadline is missed, by 50% if two deadlines are missed, and faculty will receive no bonus if 3 deadlines are missed.

Division Chiefs' Discretionary Pool

The remaining \$35,000 will be split among the divisions with the amount prorated based on the total FTE in each division. Each Division Chief will determine the appropriate allocation of these funds within their division.

*Points for Journal publications:

2 Points:

PLoS One (IF=2.7)

JCO Oncol Pract (IF=3.8)

BMJ Open (IF=2.5)

NEJM Catalyst (no IF yet)

Healthcare (IF=2.2)

JGIM (IF=5.1)