

Compensation Oversight, Modeling, Planning and Strategic Support Committee Charter

Guiding equitable and strategic compensation

9/22/25 v2

Purpose

The Compensation Oversight, Modeling, Planning and Strategic Support (COMPASS) Committee supports the Clinical Leadership Group (CLG) by modeling and assessing the impact of compensation plan decisions, and makes recommendations to the CLG regarding the impact of those decisions.

Guiding principles for the COC include:

- Collaboration across missions
- Transparency in decision-making
- Accountability to stakeholders
- Commitment to continuous improvement
- Respect for all individuals and perspectives

Responsibility and Goals

COMPASS committee has the goal of developing and maintaining a sustainable, transparent, and equitable compensation plan, for faculty and providers that require significant clinical revenue support or subsidization. This will be aligned with our peer academic institutions and consistent with the UNM HSC mission, vision, and values. These recommendations will be forwarded to the CLG for approval, dissemination, and communication.

Key Functions

The COMPASS committee is responsible for:

- Recommending benchmarks for compensation
- Recommending benchmarks for faculty effort distribution based on a national standard
- Recommending benchmarks for RVU expectation
- Approving any deviation from the above benchmarks or the defined standard work
- Modeling compensation plan proposals and comparing those models to the benchmarks
- Modeling the impact of any compensation plan decisions made by the CLG
- Future work to include benchmarking education and research effort and compensation
- Modeling how funds flow will support the new, revised compensation plan

Governance

The COMPASS committee reports to the CLG. The Charter will be reviewed at least on a biennial basis and any amendments to the Charter will be voted on by COMPASS and advanced to the CLG for approval. SOM faculty compensation plan approval will follow the policies and procedures of the University and SOM.

Meetings

The COMPASS committee meets monthly and as needed. COMPASS committee recommendations are based on majority vote of the members (6/11).

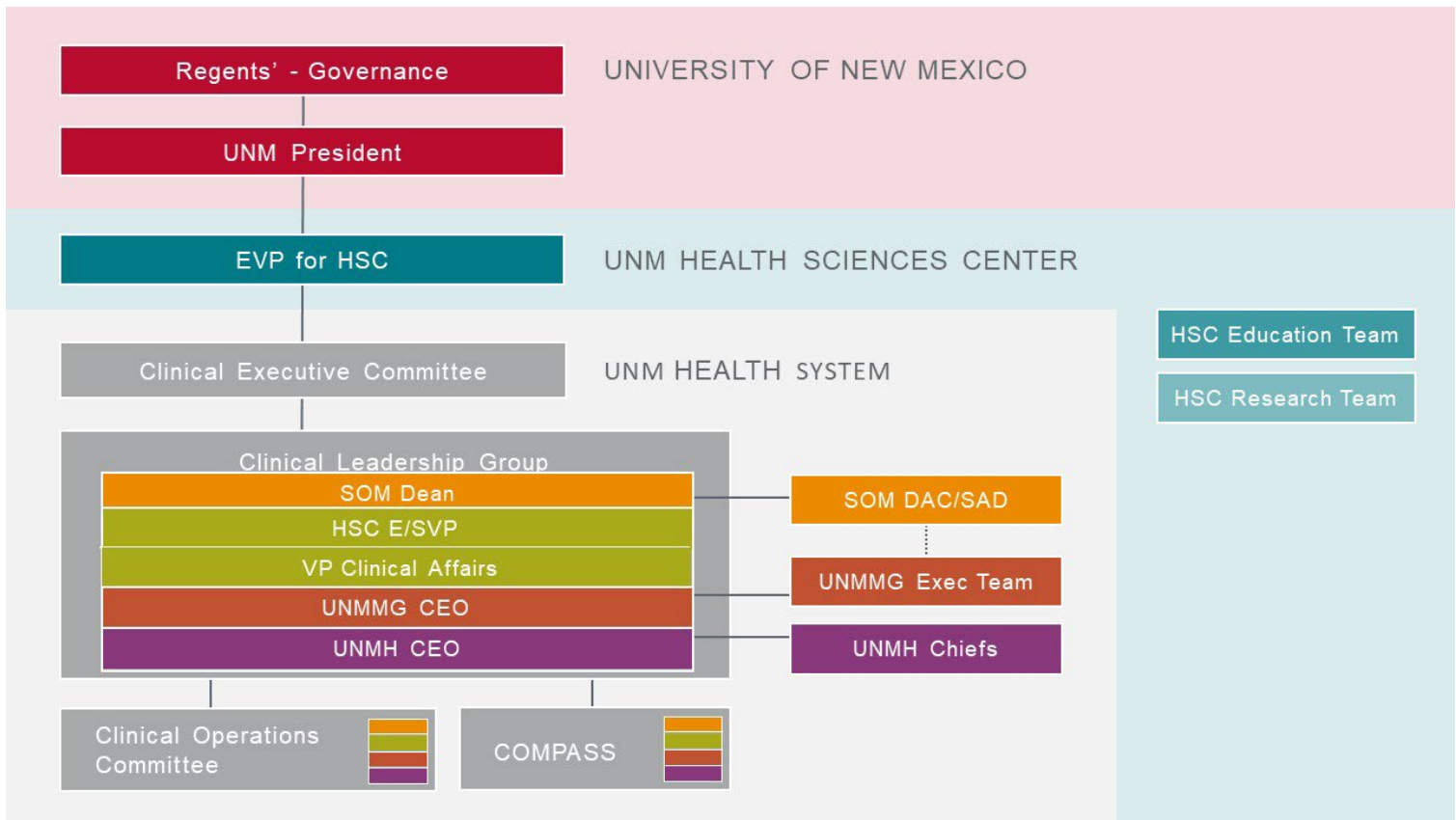
Membership

Chair: The HSC EVP will appoint the chair and the SOM Dean will appoint the vice-chair.

The standing members of COMPASS are:

- VP of Finance and Administration for the UNM HSC
- Senior Associate Dean for Clinical Affairs of the School of Medicine (SOM)
- Senior Associate Dean of Faculty Affairs and Career Development of the SOM
- CMO of UNM Hospital
- CFO of UNM Hospital
- CFO of UNM Medical Group
- CFO of UNM Cancer Center
- CFO of UNM SOM
- Three Department chairs, self or peer nominated and appointed by the Dean, representing Hospital based services, Ambulatory services, and Surgical services, respectively. The term will be 2 years and renewable.
- Executive Director of Clinical Finance and Business Systems for UNM Health System is a non-voting, ex officio member of the COMPASS committee

Future members to include research and education leaders, when the COMPASS committee takes on the research and education missions.



Additional committees may be added under the CLG as needed.