FY25 Incremental Provider Hires
Group I Incremental Provider Hires is Underway
Approved by FP Exec on 6/7

GROUP I

- Strategic Priorities in Triangle West: Cancer, Targeted Neurosciences, Cardiac Services, and Transplant
- Anesthesiology, Radiology, Pathology, and Consulting or Co-Management Services needed to support strategic subspecialties above
- Positions fully funded from external sources, including:
  - Education, grants, professorships, philanthropic, CIC, and contracts
- Physician Scientists/ Research Positions with <50% cFTE

*Inclusive of MDs, APPs, and LIPs
Replacement considered incremental if the cFTE increases by ≥0.2 and/or replacement for a provider who vacated a position >12 months ago
Group II-IV Incremental Provider Hires Approved by FP EC on 7/19. Submissions below occur after Department Meeting

**Group II**
- Clinical Chair Package Funded Positions
  - Self-sustaining for Medical Center after 3 years

**Group III**
- Inpatient Consult and Rounding Providers Currently Over Stretched
- Mission Critical Positions Impacting Patient Safety
  Recommended approval:
  - Endorsement by the UNCH VP
  - Final approval by FP LRC

**Group IV**
- Other Departmental Priorities that meet the following criteria:
  - Robust UNCMC (collective) proforma and questionnaire
  - Access continues to be an institutional priority, however our focus in FY25 will be improving access using the existing provider workforce when feasible.

*Inclusive of MDs, APPs, and LIPs
Replacement considered incremental if the cFTE increases by ≥0.2 and/or replacement for a provider who vacated a position >12 months ago*
Incremental Provider Hires for FY25

**Group I**
Strategic Priorities & Physician Scientists <0.5 cFTE
- Department Completes Questionnaire
- Operations and Finance Assess Capacity and Demand
- Finance Completes UNCMC Proforma Lite
- Presented at FP LRC for Validation and FP Exec for Informational Purposes

**Group II**
Clinical Chair Package
- Department Presents Slide at Dept Meeting for FP Leadership Endorsement
- Department Completes Questionnaire
- Finance Completes UNCMC Proforma Lite
- Presented at FP LRC for Validation and FP Exec for Informational Purposes
**Incremental Provider Hires for FY25**

**Group III**
Inpatient, Mission Critical/ Patient Safety
- Department Presents Slide at Dept Meeting for FP Leadership Endorsement
- Department and UNCH Dyad Jointly Complete Questionnaire
- Operations and Finance Assess Capacity and Demand
- Finance Completes UNCMC Proforma Lite
- Presented at FP LRC for approval and FP Exec for Informational Purposes

**Group IV**
Other Departmental Priorities
- Department Presents Slide at Dept Meeting for FP Leadership Endorsement
- Department Completes Questionnaire
- Operations and Finance Assess Capacity and Demand, Finance Completes UNCMC Proforma Lite Including UNCH VP Endorsement
- Present to Clinical Investment Committee (CIC) More details to come
- Presented at FP LRC for Validation and FP Exec for Informational Purposes