**COMMITTEE REPORT FOR NANOS DATE:**

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**Name of Committee: Productivity/Compensation Committee**

**Chair: Swaraj Bose**

**Board Liaison: Larry Frohman**

**Organizational Arm Officer: Larry Frohman**

Committee Tasks:

Performs, likely with outside vendor, productivity and salary surveys, gathers and disseminates external standards, monitors appropriate interpretation of and application of these standards.

* To perform periodic compensation and productivity surveys
* To annually analyze relevant productivity and salary surveys obtained by other groups (AAMC, MGMA, AUPO, etc.)
* To (attempt to ensure) that these standards are fairly and appropriately applied
* To develop models to capture downstream (hospital, or other physician) income from NO (we generate significant income for the hospital such as neurosurgery, MRI, etc. in general, but less for the parent department).
  + To show opportunity costs to justify the salary of NO (the difficult patient saved from retina, cornea).

1. Please provide a brief report on the progress of the Committee objectives and activities in this reporting period:

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1. Please provide a brief report on the progress of the Committee objectives that are in progress:

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1. What are your Committee goals for the next reporting period?

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1. Please indicate any concerns about members of your Committee that you would (confidentially) like to communicate to the NANOS Board. [Click here](http://www.nanosweb.org/i4a/pages/index.cfm?pageid=3367) to view the Committee lists.

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1. Resource Needs:
   1. Travel:
   2. Meeting:
   3. NANOS Staff Support:
   4. Other:
2. Please indicate any issues about tasks you would like the NANOS Board of Directors to be aware of.

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Additional comments, suggestions or ideas:

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