

University of North Dakota School of Medicine and Health Sciences

Health Sciences Faculty Service Plan (SP) Section 1: Name and Description of Plan

The University of North Dakota (UND) School of Medicine and Health Sciences (School) Medical Service Plan ("Plan") is responsible for the School's clinical practice activities. This Plan is the vehicle for health sciences faculty providers ("faculty providers") to charge contracting hospitals or other organizations or patients for clinical or other services related to their professional skills rendered and by which the distribution of revenues generated is administered to the faculty provider, respective department, and School.

Consulting activities that do not constitute clinical practice activities may be governed by consulting practices in Section 5.2 of the UND Faculty Handbook and the School's Conflict of Interest and Conflict of Commitment Policy.

Section 2: Purpose of Plan

The purpose of the Plan is to:

Enable faculty providers to maintain clinical competence, fulfill certification requirements, share expertise with other health care providers, and serve as clinical teachers;

Further the education, service, and research missions of the School of Medicine and Health Sciences;

Assure adequate allotment of time for academic pursuits by decreasing the incentive to earn excessive amounts of clinical practice income at the expense of academic time;

Provide participating faculty providers with financial rewards proportional and appropriate to their clinical endeavors;

Aid the School financially with income generated by participants; and

Establish and maintain procedures for the management of professional clinical income that is sufficiently flexible to respond to the needs of participating faculty members, departments, and the School.

Section 3: Functions of the Plan

The Plan has two primary functions, to provide compensation for the faculty provider and to provide revenue to support the administration of the plan and SMHS.

Compensation - Revenue generated under this Plan may be used to compensate the faculty providers who have generated said clinical income as determined by the appropriate Departmental Chair and approved by the Dean.

A portion of the revenue generated by the clinical activities covered by this Plan may be used for the good and welfare of the School. These revenues may be shared between the Dean's office and the faculty provider's home department within the School.

Section 4: Participants

Consulting and clinical practice, whether compensated or not, by part-time faculty providers outside the scope and hours of the employee's UND employment are exempt from this policy. However, part-time faculty providers contemplating consulting or clinical practice within the scope and hours of their UND employment shall follow the policies and procedures outlined below for full-time employees. Faculty providers providing patient care for up to 12 days per academic year may be exempt from the Plan if the clinical practice occurs on UND holidays, pre-approved employee vacation time, or outside of typical UND SMHS business hours. The clinical practice must not interfere with an employee's UND position, must be disclosed, approved, and the employee assumes all risks of an independent, private clinician.

Section 5: Compensation

Each faculty provider who receives compensation from the Plan that is distributed through UND will sign a disbursement agreement.

Each faculty provider understands and accepts the concept that a portion of the clinical revenue individually generated may be transferred to the Dean to use for the good and welfare of the School. The Dean may elect to share a portion of the revenue with the faculty provider's department.

In those cases, where the Dean elects to share revenue with the faculty provider's department, expenditures of those funds are at the discretion of the departmental chairperson.

Section 6: Plan Income

No faculty provider shall engage in activities that compete with the interests of the School or are otherwise contrary to the best interests of UND and the School. Practice activities require prior approval by the Departmental Chair and Dean. Practice activities for Departmental Chairs require prior approval by the Associate Dean/Senior Associate Dean and Dean.

Practice activities include:

- Direct clinical contact care of a patient, laboratory, pathology or other services associated with a specific patient's care, or providing individual medical consultation or advice to a patient;
- Directing other health care professionals in their treatment of an individual patient; and
- Medical Director services to a clinic, facility, or site in which health care services are provided.

Income that is covered by this Plan is defined as all compensation, income and payments for professional services including, but not limited to, those relating to testing, diagnosis, treatment or evaluation of patients/clients and consultation regardless of location rendered.

The following are specifically excluded from provisions of the Plan:

- Professional fees for deposition and courtroom testimony;
- Honoraria and non-professional retainers;
- Stipends from grant review boards, editorial reviews, accreditation boards, or stipends for service on affiliated professional societies; and
- Royalties or revenue for publications or publications review, except as stipulated by UND regulations.

Section 7: Feedback

The Dean shall receive feedback on the Plan, in conjunction with the School's Annual State of the School Address, and at other times throughout the year as necessary through School department chairs.

Approved:

Joshua Wynne, M.D., M.B.A., M.P.H.
Vice President for Health Affairs
Dean

Date