

UNIVERSITY HEALTH SERVICES PRACTICE PLAN ADDENDUM

Preamble: This Addendum (the "Addendum") supplements Administrative Regulation (AR) 3:14 and provides specific information concerning the practice plan of University Health Services (UHS). It may be referred UHS Practice Plan Addendum.

General: An annual contract (the "Annual Contract") _____ is X is not (check one) authorized with an approved Fiscal Agent (not required if Fund serves as Fiscal Agent). If authorized, the annual contract is part of this Addendum and incorporated by reference, herein. If a conflict in terms arises between the Annual Contract and the College or Unit Addendum, terms of the Annual Contract shall take precedence.

Specific: College or Unit Addendum Modifications, below, are made in reference to the specific paragraphs of *Administrative Regulation (AR) 3.14, Practice Plans for Health Science Colleges and University Health Services.*

I. Introduction

The terms set forth in AR 3:14, Paragraph I, are not subject to local modification.

II. Scope

The Plan Members are faculty in the (title series, appointment periods, University Health Services):

All staff physicians of UHS greater than .5 FTE with UHS

Services provided by Plan Members incident to the care of patients and to all other activities which are a part of the health care programs of the University are included in the Plan. This includes compensation, income and payments (direct or in kind, and whether characterized as fees, retainers, or otherwise) for professional services rendered or to be rendered, including, but not limited to, those relating to: (a) the diagnosis, treatment, and evaluation of patients; (b) the provision of therapeutic products for patients or others; and, (c) consultation with patients. Moonlighting is allowed if approved by the chief. Must provide proof of liability coverage and position is not in conflict with University position. Member may retain moonlighting funds.

In addition, the following professionally generated income is included in the plan: (check "yes" or "no")

YES X NO _____ Direct and in-kind payments (excluding actual out-of pocket costs) for providing (a) advice, (b) professional consulting services, (c) service on boards, committees, commissions, or the like, and (d) oversight, supervision, or other

participation with any entity or person involved with health or medical care are included in the Plan. May be waived by clinical chair.

YES NO Witness fees and payments relating to depositions, testimony, or other evaluations in the capacity of a witness;

YES NO Professional fees and compensation for educational consulting in medical and pharmacy focused programs in conjunction with the pharmaceutical industry and/or other external agencies;

YES NO Honoraria for lectures;

YES NO Unassigned income from publications;

YES NO Prizes for personal past achievements and not for services rendered;

YES NO Special administrative stipends paid by the University for performing administrative assignments beyond those normal to academic appointments;

YES NO Income for a profession or activity unrelated to the professional education, experience, or training that qualifies members of the Plan for a University appointment;

YES NO Payments for service to NIH or other governmental peer review research project site visits or review activities;

YES NO Any reimbursement and fees associated with regular continuing education programs funded by the College;

YES NO Other income which relates to or would not exist but for the professional education, experience, or training that qualifies members of the Plan for a University appointment.

III. Definition Details.

The Fiscal Agent, if other than the Fund, of the Plan is: N/A

The Practice Plan Committee consists of:

The clinical chief, administrative chief, behavior chief, administrator and one at large elected by membership.

Department or Division Plans are are not authorized. If authorized, the following requirements apply (first five apply, unless an exception is granted by the Provost and EVPHA):

Written Document

Approval by Dean
 Approval by Provost
 Approval by EVPHA
 Legal Review
 Annual Audit
Other: _____

The Plan Service Account is maintained by: the Fund; Other
Specify _____

The Billing Agency is: UHS

The Plan Member Documents include:
 Practice Agreement
 Assignment for Billing to: _____
 Non Compete or Restrictive Covenant
 Other (specify) _____

An example of the form of each is attached hereto, as Collective Attachment III, and incorporated by this reference.

IV. Underlying Principles

The principles set forth in AR 3:14, Paragraph IV, are not subject to modification.

V. Setting of Charges

Any special terms concerning the setting of fees are attached hereto as Attachment V, which is attached hereto and incorporated herein by this reference.

VI. Billing and Collection

The college billing and collection process, if in more detail than AR 3:14, Paragraph VI, is described in Attachment VI, which is attached hereto and incorporated herein by reference.

VII. Use of Funds Deposited in the Plan Services Account

The terms set forth in AR 3:14, Paragraph VII, are not subject to modification.

VIII. Plan Administrator and Budget

The Plan Administrator is: the administrative chief

The College budget process, if described in more detail than AR 3:14, Paragraph VIII, is described in Attachment VIII, which is attached hereto and incorporated herein by reference.

IX. Provisions for Faculty Salary Supplemental Compensation

The percent of net revenue to be allocated for supplemental compensation, as determined by the EVPHA and the Provost is 77.

The College shall retain 23 percent of collected fees for its use in professional development, educational promotion, academic enrichment and related endeavors. Any special retention of funds or fees is described in Attachment VII, which is attached hereto and incorporated herein by reference.

The Frequency of Distributions is: monthly; X quarterly; other
(Specify) _____

X. The Practice Plan Committee.

The terms set forth in AR 3:14, Paragraph X, are not subject to modification.

XI. Limitations on Practice by Plan Members.

Any additional modifications or limitation on practice are attached as Attachment XI, which is attached hereto and incorporated by this reference.

XII. Exceptions and Appeals.

Any modifications to the grievance procedure are described in Attachment XII, which is attached hereto and incorporated by this reference.

Any Special Provisions are attached hereto, as the Special Provisions Attachment, and incorporated by this reference. If any Attachment referenced herein is not included, the Attachment is conclusively presumed to be omitted intentionally.

XIII. Effective Date.

This Addendum shall be in force for a term beginning July 1, 2009 and ending June 30, 2010. It shall automatically renew for any number of successive one year terms unless terminated or modified by a writing signed by the approving parties, below.

APPROVING PARTIES:

University Health

Ann A. Hays, MD. / Kristin LyBrown
(Signature)

PROVOST:

[Signature]
(Signature)

EVPHA:

[Signature]