

Appendix "A"

COLLEGE OF HEALTH SCIENCES PRACTICE PLAN ADDENDUM

Preamble: This Addendum (the "Addendum") supplements Administrative Regulation (AR) 3:14 and provides specific information concerning the practice plan of the College of Health Sciences. It may be referred to as the College of Health Sciences 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 all faculty with full-time appointments in the College of Health Sciences. This appointment is included in the Letter of Offer and agreed to when accepting the faculty position.

Faculty members who engage in clinical practice outside of their DOE are excluded from Practice Plan. Arrangements are made by the individuals with the employers and 100% of revenue earned would go directly to the clinician. This includes off-contract and/or vacation time.

For faculty members who engage in clinical practice within their DOEs, any clinical revenues will be utilized by the College to offset salary release. Clinical revenues in excess of the recovery will be distributed to the faculty generating the revenue.

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 considered 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.

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

YES _____ NO X 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.

YES _____ NO X 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: NA

The Practice Plan Committee shall be elected by the members of the Plan and shall include a member from each Department. In addition, the Dean of the College or designee and the Plan Administrator shall serve as ex-officio members of the Committee.

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: the College of Health Sciences Business Office

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: Denise McCarthy, Assistant Dean of Finance & Administration.

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 when in excess of salary recovery, as determined by the EVPHA and the Provost is 72%.

The College shall retain 28% 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; ☐ quarterly; ☒ annually
(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 (see final page), 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 September 1, 2025 and ending June 30, 2026. 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.

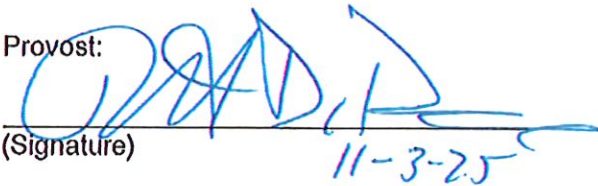
Approving parties:

Dean, College of Health Sciences



(Signature)

Provost:


11-3-25

(Signature)

EVPHA:


110625

(Signature)

Special Provisions Attachment

Faculty who were employed prior to September 1, 2025 are exempt from this plan if desired and may continue to utilize the immediate prior Practice Plan Agreement.(July 1, 2024-June 30, 2025)