UNIVERSITY OF CALIFORNIA, RIVERSIDE
SCHOOL OF MEDICINE
IMPLEMENTATION PROCEDURES
FOR THE
HEALTH SCIENCES COMPENSATION PLAN
Table of Contents

I. INTRODUCTION .............................................................................................................. 1
   A. Overview and Philosophy......................................................................................... 1
   B. Purpose and Goals of the Plan................................................................................. 3

II. REVIEW AND APPROVAL RESPONSIBILITY .............................................................. 4
   A. Overview.................................................................................................................. 4
   B. Roles of The Regents and the President................................................................. 4
   C. Role of the Academic Senate............................................................................... 5
   D. Role of the Chancellor......................................................................................... 5
   E. Advisory Committee............................................................................................ 5

III. MEMBERSHIP IN THE COMPENSATION PLAN....................................................... 6
   A. Membership Requirements.................................................................................... 7
   B. Exceptions to Membership Requirements......................................................... 8

IV. COMPENSATION ......................................................................................................... 8
   A. Total Compensation.............................................................................................. 9
   B. Base Salary (X and X’)........................................................................................ 9
   C. Academic Programmatic Unit (APU) Guidelines.............................................. 9
   D. Optional Additional Compensation................................................................. 11
   E. Good Standing Criteria....................................................................................... 14
   F. Annual Notification........................................................................................... 16
   G. Other Miscellaneous Income That May Be Retained by Plan Members ............ 17
      1. Alternative Option............................................................................................. 20
      2. University-wide Standard Option................................................................... 20
      3. Additional Guidance on Outside Activities.................................................... 21
      4. Monitoring and Enforcement......................................................................... 21
      5. Time and Earnings Thresholds....................................................................... 21
      6. Corrective Action and Disciplinary Measures.............................................. 22
      7. Policy on Requirement to Submit Proposals Through the University........... 22
      8. Limitations on Use of University Resources............................................... 23
      9. Disposition of Income Due the Plan............................................................... 23
     10. Non-cash Compensation..................................................................................... 23

V. BENEFITS ...................................................................................................................... 24
   A. Base Salary-Related Benefits............................................................................. 24
   B. Optional Benefits on Additional Compensation.............................................. 24
   C. Paid Leave............................................................................................................ 24
      1. Extended Illness/Disability Leaves................................................................. 24
      2. Other Paid Leaves............................................................................................ 25
         A. Vacation......................................................................................................... 25
         B. Childbearing and Other Parental Leaves................................................... 26
C. Sabbatical Leave .......................................................... 27
D. Professional Development Leave .................................. 27
E. Other ........................................................................... 28
3. Leaves Without Pay ..................................................... 28

VI. COMPLAINTS AND APPEALS FOR PLAN MEMBERS .............. 28
VII. CAMPUS ACCOUNTING AND BUDGETING METHODS ............ 29
    A. Management and Reporting of Professional Services
       Income and Expenses .................................................. 29
       1. University Management ......................................... 29
       2. Reports ................................................................. 29
    B. Fund Accounts and Sources ......................................... 30
    C. Assessment of Professional Services Income .................. 30
    D. Contingency in Event of Inadequacy of Health Sciences
       Fund Accounts ........................................................... 31
    E. Budgeting .............................................................. 31

VIII. Implementation ........................................................ 32
I. INTRODUCTION

A. Overview and Philosophy

Health Sciences education occupies a special place in American higher education with unique functions and responsibilities. In medical education, the orientation to clinical practice, essential to the teaching function, requires an emphasis on sophisticated patient care, in addition to an emphasis on research and the advancement of knowledge. In dentistry, nursing, pharmacy, and other health science education as well, clinical teaching is integrated with basic and applied research. In joining the University of California system as its sixth and newest School of Medicine, the University of California at Riverside is committed to this same excellence in instruction, research, and public service in the health sciences just as it is committed to the same goals in other academic disciplines. Health science faculty members are expected to act as professional role models for all. As the only public university in California authorized to grant professional doctoral degrees in the health sciences, the University has a responsibility to the State, the public, and its students to maintain the breadth and depth of its curricula, the creativity of its research efforts, and the quality of its health care services.

To ensure the level of excellence essential in the University of California and at our UCR School of Medicine, special effort must be exerted to recruit and retain the best and most dedicated faculty.

The University of California Health Sciences Compensation Plans were established over the years to provide for quality across academic programs in the health sciences disciplines. These health sciences compensation plans must offer a competitive salary structure indispensable to the health sciences schools’ recruitment and retention efforts.

Health sciences disciplines require varying compensation levels in order to remain competitive with comparable schools elsewhere in the United States. However, because University health sciences schools share some common needs and operating requirements, the University has
developed a uniform Health Sciences Compensation Plan to govern compensation arrangements and account for compensation plan income to the University’s Schools of Medicine, Dentistry, Nursing, Pharmacy, and other health sciences units as deemed appropriate by the President or the President’s designee.

Health sciences compensation plans must be clear and justify calculation of compensation and contain a mechanism for impartial review to protect the rights of individual faculty.

The Health Sciences Compensation Plan is approved, amended and repealed, by and under the authority of The Regents of the University of California. Through the Plan, compensation is set as a part of the employment relationship, and as a consequence, the level of compensation and the terms and conditions of the Plan may be amended or repealed at any time by The Regents, following consultation with the Health Sciences Chancellors, Deans and appropriate Academic Senate Committee(s).

The regulations included in The Regents’ Plan are intended to provide a policy framework within which implementing procedures have been developed by the UCR School of Medicine. The UCR procedures contained herein are developed to be consistent with the Regents’ Plan. Affected Plan participants have been afforded the opportunity to review and comment on these Implementation Procedures, including consultation with the School of Medicine Compensation and Outside Activities Advisory Committee (Advisory Committee) and relevant committees of the Faculty Senate. All revisions to these Implementation Procedures will be approved by the Dean, the Chancellor and the President.

Included within the Implementation Plan in Section II below are the Guidelines on Occasional Outside Professional Activities by Health Sciences Compensation Plan Participants which provides guidance on the framework within which the UCR School of Medicine has developed its implementing procedures.

In addition to these Procedures, participants are also subject to the requirements of other University policies, including 1) the University’s Conflict of Interest Code, adopted pursuant to the requirements of the Political Reform Act of 1974, which requires designated University employees to disqualify themselves from participating in University decisions in which they have a personal financial interest, and; 2) the Policy on Requirements to Submit Proposals and to
Receive Awards for Grants and Contracts Through the University.

A faculty member’s compensated outside activities may create an obligation for the faculty member to disclose a financial interest before making or participating in certain University decisions. Faculty can obtain information on the disclosure and disqualification requirements of the Political Reform Act of 1974, including the Academic Decision Regulation, from the UCR Campus Counsel’s Office.

The implementation, administration and continued operation of this UCR School of Medicine Implementation Plan shall be, and is contingent on the understanding and assurance that it will not require the expenditure of more State-appropriated funds in the University budget than operation without the Plan would require.

B. Purpose and Goals of the Plan

The purpose of the UCR School of Medicine Implementation Procedures for the Health Sciences Compensation Plan (Plan) is to provide a common administrative framework within which a participating health sciences school can compensate its faculty according to the competitive requirements of each discipline. Specific goals of this Plan are:

1. To provide sufficient non-State resources to recruit and retain outstanding health sciences faculty
2. To encourage a balance among teaching, research, and service activities (including clinical practice) of the quality required in the University of California
3. To provide teaching, patient care and research incentives that encourage and recognize academic merit as well as generation of income
4. To offer consistent benefits and privileges to UCR Plan participants, consistent with other health sciences faculty and schools at all University of California campuses
5. To benefit the UCR School of Medicine by providing academic and research support funds in addition to State-appropriated funds.

In adopting these Implementation Procedures, the faculty and administration of the School of Medicine at UCR affirm the philosophy and goals as outlined above and which are also included in the Regents’ Plan.
Consistent with The Regents’ Plan, this UCR School of Medicine Implementation Plan has been developed to foster academic balance among the joint responsibilities of teaching, research, and service activities (including clinical practice). This document constitutes the Implementation Plan and Procedures for the UCR School of Medicine.

II. REVIEW AND APPROVAL RESPONSIBILITY

A. Overview

These Implementation Procedures are developed to be consistent with the policy framework of The Regents’ Plan, and these Implementation Procedures apply to the UCR School of Medicine in its entirety. Affected Plan participants, and the UCR School of Medicine Compensation and Outside Activities Advisory Committee (Advisory Committee) to the Dean, which includes members of the senate and non-senate faculty who are also eligible members of the Plan, shall be afforded the opportunity to review and comment on any proposed revisions to the Implementation Procedures. The Dean will also utilize the Advisory Committee to consult and advise him/her on matters related to School of Medicine Compensation Plan issues. All such revisions shall be approved by the Dean, the Chancellor, and the President. Local implementation shall be managed by the Dean of the School of Medicine.

B. Roles of The Regents and the President

After consultation with the Health Sciences Chancellors, Deans and the appropriate Academic Senate committee(s), The Regents may amend or repeal any portion of or the entire Plan.

The President or the President’s designee shall have the authority to:

- approve the inclusion or exclusion of a health sciences school, discipline or specialty in the Plan.
- approve campus procedures and revisions of approved campus procedures within the limitations of this Plan.
- issue administrative regulations and procedures further refining this Plan.
C. Role of the Academic Senate
The President shall consult with the appropriate Academic Senate committee(s) concerning proposed revisions of The Regents’ Plan before submitting such revisions to The Regents for approval.

The appropriate campus faculty Senate and other committee(s) shall be provided the opportunity to review and comment on any proposed exceptions to campus procedures which the Chancellor intends to submit to the President for approval.

D. Role of the Chancellor
The Chancellor shall have operational authority over the development and, subsequent to approval by the President, implementation and monitoring of the campus procedures for administration of this Plan. The Chancellor shall be responsible for assuring that affected Plan participants and the appropriate Academic Senate committees shall be afforded the opportunity to review and comment on the proposed campus implementing procedures. The Chancellor also shall approve individual exceptions to the provisions of this Plan to meet special teaching, research or clinical service requirements.

E. Advisory Committee
The Compensation and Outside Activities Advisory Committee (Advisory Committee), which includes Senate and non-Senate faculty members representative of the disciplines participating in the Plan, will serve as the Advisory Committee to the Dean/VCHS of the UCR School of Medicine as well as to the Chancellor. The Advisory Committee is established and charged to assist the Chancellor/Dean in maintaining transparency and fairness in plan implementation, and in resolving issues that arise from implementation of the Plan.

The Committee will provide input and will assist the Dean/VCHS on compensation issues, as well as assuring compliance with and resolving issues concerning outside professional activities, conflict of interest, and conflict of commitment and/or disputes arising through the Plan. The Advisory Committee will also review the submissions of individual academic programmatic unit (APU) by-laws.

No more than 50% of the Advisory committee’s membership shall be appointed by the Dean/VCHS. Eligible members of the Plan (both senate as well as non-senate), will nominate
faculty to fill four positions on the School’s Advisory Committee and will conduct elections to select those who will serve. Eligible Plan members will develop a process to facilitate an appropriate nomination process. Eligible voters shall include all Plan members of the School of Medicine. No fewer than one of these elected faculty members shall have a Ph.D. degree and derive from the basic science faculty.

The Dean/VCHS will appoint three additional members to serve on the Advisory Committee. Finally, the Dean/VCHS will appoint an additional member to serve as Chair of the Advisory Committee. Both the elected or appointed committee members are limited to four consecutive one year terms.

The Committee’s functions include:

1. Advising the Dean/VCHS on development of these Implementation Procedures, including establishment of Good Standing criteria and approval thresholds, Academic Programmatic Unit (APU) assignments, and APU Scales;

2. APU implementing procedures including methods for obtaining faculty input and for determining consistency with school implementation procedures.

3. Review of faculty grievances with regard to the implementation and administration of the Plan that are not resolved at the APU or School levels.

4. Review of formal appeals submitted by faculty to the Advisory Committee as a result of a determination of loss of Good Standing.

The Advisory Committee will provide an annual summary report on its activities to the Dean and Plan participants.

III. MEMBERSHIP IN THE COMPENSATION PLAN

A. Membership Requirements

Individuals in health sciences schools, disciplines or specialties that have been approved for participation in this Plan shall be members of this Plan if they hold a University appointment at

6
greater than 50 percent of full time, funded by one or more of the participating health sciences units, in any of the following title series:

1. Professor
2. Professor In Residence
3. Professor of Clinical _________ (e.g., Medicine)
4. Adjunct Professor
5. Acting Professor
6. Clinical Professor
7. Any other title series approved for membership in this Plan by the President.

Deans and other faculty administrators in Plan Schools shall be members of the Plan if they hold an underlying Health Sciences Compensation Plan faculty title.

Faculty recalled as members of the Plan are subject to all Plan rules and local implementation procedures and guidelines.

Membership in the Plan is a term and condition of employment. Upon approval of this UCR School of Medicine Implementation Plan, all existing and new Plan members shall receive a copy of the Regents’ Plan document, a copy of the UCR Implementation Procedures, as well as any other relevant departmental guidelines. All new faculty members will be presented with a statement to be signed and filed in their personnel file as outlined below:

“I certify that I have received a copy of the University of California Health Sciences Compensation plan and the UCR School of Medicine Implementation Plan. I understand and agree to comply with all of the terms and conditions contained therein. I understand that I may not retain any income from my professional services except as stipulated in these documents. I understand further that compliance with provisions contained in the UCR Implementation Plan is a condition of employment for Plan members.

Membership in the Plan shall continue while the Plan continues to be in effect. Separation from an eligible appointment will terminate membership in the Plan.

Faculty in any of the categories 1 through 7 above with an appointment in more than one
department or School may be considered for inclusion in the Plan if their appointment is more than 50% in a department participating in the Plan. If included in the Plan, they will be subject to continued membership and all regulations of the Plan. Determination of and responsibility for the faculty member’s salary must be jointly agreed to and memorialized by the Heads of the affected APU, and approved annually by the Dean. The annual review must include funding plans for the faculty member for at least three years. The APU participating in the Plan is responsible for administering compensation, including health and welfare benefits.

B. Exceptions to Membership Requirements
As specified at Section II. D., the Chancellor may approve exceptions to membership requirements in individual circumstances to meet special teaching, research, or clinical service requirements.

The Chancellor shall review and has authority to approve provisions in campus procedures, and requests by Deans in specific cases, for inclusion in the Plan of individuals in a health sciences school whose appointments are in the series listed in Section III.A, regardless of percentage of time.

IV. COMPENSATION

No single member professional corporations, or any other form of professional corporation, partnership, or other entity(s) for the provision of professional health care shall be permitted for faculty under the Plan without the express written approval of the President.

Plan participants in each Academic Programmatic Unit (APU) may elect a representative group of colleagues (“APU Representatives”) to review questions about compensation or conditions of employment about which a Plan member is concerned.

Each APU shall develop compensation plan guidelines, and must ensure that affected Plan participants are afforded the opportunity to review and comment on these proposed guidelines, and when applicable, any significant modifications, including the setting of approval thresholds and APU assessment rates. These guidelines will detail:


A. Total Compensation

Faculty members participating in this Plan shall:

1) receive base salary as described in Section B, below.
2) be eligible for optional additional compensation as described in Section D, below.
3) be permitted to retain the other miscellaneous income as described in Section G, below.

No State funds shall be used for the portion of base salary that exceeds the Fiscal Year Salary Scale (HSCP Scale 0) for the Plan member’s rank and step, or for optional additional compensation as described at Section D, below. Compensation above HSCP Scale 0 shall be funded using Compensation Plan funds and other non-State funds in compliance with any related fund source restrictions.

B. Base Salary (X and X')

Base salary for an individual is the approved rate on one of the Health Sciences Compensation Plan Salary Scales, associated with that faculty member’s academic rank, step, and APU. Base salary shall equal at least the approved Scale 1 rate on the Fiscal Year Salary Scale for the faculty member’s rank and step. The base salary is covered under the University of California Retirement Plan (UCRP) up to the amount permissible under law and in accordance with UCRP provisions and regulations. However, compensation above HSCP Scale 0, shall be funded from compensation plan funds, and/or other non-state funds, in compliance with any associated fund restrictions.

In consultation with the Advisory Committee and APU representatives, each APU will be annually assigned by its Head to a Health Sciences Compensation Plan Salary scale (i.e. any of the scales between Scale 1 and 9) and approved by the Dean/VCHS in accordance with guidelines issued by the President. The salary differential, between the value of Scale 0 (X) and the approved rate with the faculty member’s rank and step on the HSCP Salary Scale 1 through 9 assigned to the faculty member’s APU, is designated X-prime (X').

C. Academic Programmatic Unit (APU) Guidelines

At the outset, and until individual departmental guidelines are established, the UC Riverside School of Medicine will have APUs comprised of a subset of members of the entire School of Medicine, and are not necessarily department-based.
An APU is composed of faculty with similar clinical and/or teaching and research responsibilities. Each participating member of the UC Riverside Health Sciences Compensation Plan will be assigned by the appropriate APU head, with concurrence by the Dean/VCHS, in consultation with the Advisory Committee, based on clinical and/or teaching and research responsibilities. Each APU shall be assigned to an HSCP salary Scale (1 – 9).

In keeping with the responsibility of the University to ensure consistency of compensation by creation of APUs or assignment of faculty to APUs, the following is noted:

a. The Dean/VCHS of the UCR School of Medicine is authorized to approve the faculty composition of each APU and assignment of a salary scale to that unit as recommended by the APU head;
b. Once assigned, an APU must remain at its assigned HSCP salary scale for at least one year before being assigned to a higher or lower scale;
c. An APU is permitted to move to a higher or lower HSCP salary scale by a maximum of one scale per year;
d. No individual faculty member may be moved from one APU to another without a significant change in duties or a change in department;
e. Any new APUs recommended to the Dean will include assessment and analysis of financial feasibility.

The Base Salary \(X + X'\) is covered under the University of California Retirement Plan (UCRP) up to the amount permissible under law and in accordance with UCRP provisions and regulations.

No State funds shall be used for compensation above the portion of Base Salary equivalent to the Fiscal Year salary scale 0 \((X)\).

Based on current numbers of faculty with clinical responsibilities of the UCR School of Medicine, a single APU may be comprised of fewer than 10 members. Given this, the Dean/VCHS will provide periodic, but no less than annually to the Chancellor of UCR:

a. Criteria for composition of any APU with fewer than 10 members, and the names, series, rank, and step of each member of the APU;
b. Any faculty member who has moved from one APU to another, and the reason for the movement.

D. Optional Additional Compensation

Individual levels of compensation will be established so as to maintain academic balance and to permit the recruitment and retention of the individuals necessary for the School to fulfill its missions at a high level of excellence. Faculty members participating in this Plan shall receive Base Salary and shall be eligible for additional compensation, as described below:

1) Negotiated Additional Compensation (“Y”) will be negotiated with the Dean (or likely later in the evolution and maturation of the UCR School of Medicine, with an APU head or departmental chair on an annual basis. This component is beyond Base Salary and is not covered compensation for the UCRP, but may be eligible for optional disability and life insurance programs. Mid-year renegotiation of the “Y” is permitted only under unusual circumstances and only with the written approval by the Dean.

The Y component of the salary will be based on such activities as research, (the number and quality of publications, the acquisition of peer reviewed research grants, and special research awards), teaching awards, clinical publications, administrative responsibilities (department, School of Medicine, hospital, and national and international service work), as well as clinical productivity and revenue generated by the individual’s practice. All income due the plan, including clinical income and post-threshold professional income (see section G of these Guidelines below) will be deposited into the UCR School of Medicine compensation plan revenue fund. This applies to clinical work done at outside facilities, satellite clinics, or offices.

a. Policy for new faculty members: all new faculty members will have a guaranteed salary (X+X’+Y), as established by negotiations with the Dean for one year. All clinical income for services provided by the faculty member will be retained by the School Practice Plan revenue account. The Dean will provide each new faculty member a sum of $5,000 per year in an academic “escrow account” within the Dean’s Office, to be used for travel, books, subscriptions, meeting expenses or
other academic expenses. The negotiated $X + X' + Y$, and $5000 escrow account will be guaranteed for the first year.

2) **Incentive/Bonus Compensation ("Z")** beyond Base and Negotiated Additional Compensation may be earned. These components are not covered compensation for UCRP.

All new faculty members (regardless of their rank) will not be able to participate in the incentive portion of the bonus pool for their first year. They will, however, be allowed to receive bonus compensation from the Dean’s discretionary funds, or from additional funds in the APU outside the School practice account, depending upon their academic and clinical contributions.

Excess monies net of the UCR School of Medicine’s expenses may be used as a basis for a bonus Z factor. A Z factor bonus will only occur after individual, shared clinical and academic expenses, as well as retirement benefits, have been subtracted from the Z pool. The Dean’s tax and billing charges will also be subtracted from the net proceeds. Calculations for estimated Dean’s tax for the subsequent fiscal year will be discussed with the faculty during each budget resource call cycle.

Faculty must choose at the beginning of the fiscal year between two options for distribution of net bonus pool generated by proceeds from “for-profit” consulting, post-21 day consulting, and any other activities generating income due the Plan. The two options are: 1) distribution of Z payment as salary, through the University payroll system, or 2) an “enrichment fund”, which will be held in escrow in the School of Medicine on behalf of the faculty member. Unless approved by the Dean, the decision of option will remain in effect for at least one fiscal year, and may not be split between the options.

Methodology for calculating incentive/bonus pool for the UCR School of Medicine:

a) The individual’s incentive/bonus compensation (Z) will be determined in two ways. In the first component, after expenses are accounted and netted, following 20% off the top to build a School of Medicine financial reserve,
then 50% of the remaining 80% of the overall bonus pool money will be distributed at the Dean’s discretion in consultation with the APU Heads and Advisory Committee, based on a quantified annual report of faculty non-clinical activity (such as research, committee work, etc). The remaining 50% (half of the 80%) of the bonus pool will be awarded proportionately according to each individual’s proportional contribution to the bonus pool, assuming a status of good standing.

b) A fully distributed costing of shared expenses will include (but is not limited to) rent (if applicable), support staff, medical student/residency program expenses not covered by other sources, fixed research expenses not covered by grants, clinical patient care expenses, etc. These shared expenses apply to the Z pool and equally to contributing faculty.

c) Each individual (other than for new first year faculty) will be responsible for their own travel expenses along with books, journals, and research costs not covered by grants. In the event that a member does not make his or her negotiated salary in the fiscal year (other than for new faculty whose negotiated salary is guaranteed for the first year), a salary reduction for the ensuing year may occur at the Dean/VCHS’s discretion. The reduced salary will not drop below the base salary for that APU (X + X’).

d) In April of each fiscal year, each faculty member will be required to complete and submit a brief, one-page Annual Faculty Report in addition to the annual Outside Professional Activities disclosure to be reviewed by the APU Head, if applicable, and put forward for submittal to the Dean/VCHS. All faculty members hired within the prior three fiscal years, will be requested to meet with the Dean on an annual basis to review their academic and clinical activities. The results of this review process will be used as a means of setting equitable salaries and distributing the proceeds from the Dean’s incentive discretionary income (portion of Z).

e) Shared expenses will also include, if applicable, payments specifically for malpractice coverage, California state medical license renewal, DEA controlled substance license, and hospital staff dues.

f) Faculty with clinical responsibilities will be given a monthly statement from the billing service of the UCR Medical Group outlining their total billings to date, collections, and accounts receivable.
Negotiated Additional and Incentive/Bonus Compensation paid to faculty through the University payroll system, will be subject to Federal and State withholding, and will be reported on a W-2 form as wages.

Individual salaries shall be negotiated annually by the individual and the Dean/VCHS (or APU Head as appropriate), documented in writing. The Dean may consult with the Advisory Committee regarding faculty compensation, however the role of the Advisory Committee is consultative and advisory only, and final authority to negotiate and set individual, annually negotiated faculty compensation rests with the Dean/VCHS.

_Treatment of Accounts Receivables upon Separation:_

In recognition of the principle that the Plan is an approved administrative structure within the University of California and that funds generated from professional services of the faculty are, by virtue of Plan membership, due to the University of California as herein provided, the Plan members recognize that a terminated faculty member does not have rights to monies accruing in the accounts of the Plan or the accounts of the various departments, and that nothing in these Implementation Procedures shall be construed as creating an interest in accounts receivable resulting from prior professional service. Upon termination, a faculty member will be paid the approved compensation through the effective date of termination.

Faculty who were members of the Compensation Plan for the full fiscal year shall be eligible to receive Z compensation for that year, in accordance with their department compensation plan procedures, regardless of their employment status at the time of distribution of the Z payment.

**E. Good Standing Criteria**

Faculty members of the UCR School of Medicine must comply with the “Good Standing Criteria” in order to engage in outside activity and successfully progress academically.

Good Standing Criteria for Health Sciences faculty will include expectations related to clinical practice for those faculty engaged in patient care. All members of a clinical practice plan shall be deemed in “good standing” until they encounter some circumstance in which their capacity to earn income is impaired. A faculty member may fail to be in “good standing” for conduct which significantly impairs the Health Sciences School’s central functions of clinical care, scholarship,
teaching, and University and public service. Reasons for loss of “good standing” for faculty with clinical responsibilities might include, for example, instances of misconduct, loss of clinical privileges, or loss of licensure and/or credentialing, non-compliance with required training, etc. Reasons for loss of “good standing” for faculty without clinical responsibilities might include misconduct, non-compliance with required training, lack of quality in assigned teaching, refusal to teach, lack of research productivity that has not been counterbalanced by increased responsibilities elsewhere such as in teaching or administrative load, lack of quality in assigned administrative duties etc.

Any faculty member considered not in good standing will be notified by the Dean in writing. Notification will include reasons for the determination and any recommended remedy, as well as a time line to move back into good standing. Faculty members who believe that Good Standing Criteria have been applied unfairly may appeal to the Advisory Committee through its Chair.

In order to remain in “Good Standing”, the following criteria must be met:

a. Fulfillment of clinical, teaching, research and administrative obligations, as assigned.

b. Meet the Faculty Code of Conduct and other UC rules and regulations, including timely completion of all required compliance classes, meetings and procedures. Provision of accurate and timely documentation related to outside activities

c. Compliance with State and Federal regulations as related to professional activities

d. Collegial interactions with others

e. Attendance at a minimum of 50% of department/University/affiliated health systems meetings involving compliance issues

f. Compliance with guidelines on outside professional activities

g. Meeting other requirements as determined by the department and described in these UCR School of Medicine Implementation guidelines

h. Where appropriate, maintain active medical staff memberships, boards and current licenses

i. Meet the practice standards and follow all policies of the University, School of
Medicine and Department, including billing, medical records and incentive programs.

Prior to the implementation of these “Good Standing” criteria, affected Plan participants will have been notified and provided the opportunity to review and comment on the proposed criteria. When and if applicable, Plan participants will have the opportunity to review and comment on any proposed changes, additions, or revisions.

A determination that a faculty member is not in Good Standing may affect the amount of negotiated additional compensation (Y; see Section IV.D.1) and/or Incentive/Bonus compensation (Z; see Section IV.D.2) that the faculty member may earn, and may include space assignment forfeiture. If a faculty member is unable to practice at a specific site due to revocation of clinical privileges, for example, that faculty member must be willing to undertake new duties as assigned, or otherwise forfeit the compensation from that assignment. Faculty who are not in Good Standing must obtain advance approval from the Dean to engage in any unassigned professional activities, and the income from all such approved activities shall accrue to the Plan, and not to the Plan participant. Exceptions may be approved in writing in accordance with campus procedures.

F. Annual Notification

On an annual basis, each faculty member of the Plan shall receive in writing from the Dean a Statement of Proposed Compensation for the forthcoming period July 1 – June 30.

This annual statement will include:

a. The amount of UCRP covered compensation (X + X’);
b. APU and HSCP Salary Scale assignment (HSCP Scale 1 – 9);
c. The amount of negotiated additional compensation (Y);
d. The payment schedule for Incentive/Bonus compensation (Z) payments and the taxation policy for Z payments
G. Other Miscellaneous Income That May be Retained by Plan Members

There are two options, “University-wide Standard” and “Alternative”.

For existing faculty in both Clinical Sciences and Biomedical Sciences APUs, the Alternative Option is selected.

New faculty in existing APUs will follow the Alternative Option model. Upon the recruitment of new faculty which requires the creation of a new APU, the APU will make a recommendation to the Dean of one of either University-wide Standard or Alternative Option.

The following grid on page 18 provides guidance on comparing components of both options.
<table>
<thead>
<tr>
<th>Income from Outside Professional Activities</th>
<th>Other Income Which May Be Retained</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>APM - 670.IV.D.1</strong></td>
<td><strong>APM - 670.IV.D.2-7</strong></td>
</tr>
</tbody>
</table>

**University-wide Standard Requirement:**
APM - 670. “Guidelines”.II.B

**Alternative Options:**
APM - 670. “Guidelines” .II.C

<table>
<thead>
<tr>
<th>Policy References</th>
<th>Comp Plan members in Schools/Departments that follow the University-wide Standard Requirement</th>
<th>Comp Plan members in all or selected Departments of Schools whose approved Implementing Procedures specify an Alternative Option</th>
</tr>
</thead>
<tbody>
<tr>
<td>Applies to</td>
<td></td>
<td>All Health Sciences Compensation Plan Members</td>
</tr>
<tr>
<td><strong>Time Limit</strong></td>
<td>21 Days, if approved locally by Dean and Chancellor in implementing Procedures</td>
<td>At Least 21 Days, up to 48 Days, as specified in approved Implementing Procedures</td>
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<tr>
<td><strong>Monitored by</strong></td>
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<td>Dept. Chair and/or Dean</td>
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<td><strong>Annual reporting</strong></td>
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<tr>
<td><strong>Time limit applies</strong></td>
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<tr>
<td><strong>Requirements</strong></td>
<td>Service must be approved by Dean and Chancellor</td>
<td>Provisions must be included in School implementing procedures and approved by the President</td>
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<td></td>
<td></td>
<td>Good Standing Criteria shall be established by the School</td>
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<td>Faculty must be in Good Standing to retain outside professional income</td>
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<td><strong>Government agencies</strong></td>
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<td><strong>Prizes</strong></td>
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<td><strong>Non-profit health- or education-related organizations</strong></td>
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<td><strong>Royalties</strong></td>
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<td><strong>Honoraria from agencies outside the University</strong></td>
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<td><strong>University Honoraria</strong></td>
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<td><strong>Administrative Stipends</strong></td>
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<td><strong>Income from a profession unrelated to the training and experience which is the individual's qualification for University appointment</strong></td>
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**Miscellaneous Income Which May Be Retained by Plan Members (See APM - 670.IV.D)**

*APM - 670, Guidelines on Outside Professional Activities, requires Dean and Chancellor to select either the Standard Option, or the Alternative Option, upon which to base local Implementation Guidelines. The annual earnings threshold is $30,000.*
Under both options, Plan participants may retain payments for occasional service (other than patient care) not to exceed 21 days of service per fiscal year, to:

a) governmental agencies (travel time excluded for this category only);
b) non-profit health or education related organizations;
c) continuing health education programs administered by the University, and/or
d) University Extension.

The following categories of income accruing from occasional service may be retained by the Plan member:

a) Income from occasional outside professional activity (other than patient care) in accordance with the Guidelines on Occasional Outside Professional Activities by Health Sciences Compensation Plan Participants issued by the President and campus implementing procedures.
b) Prizes, defined as gifts in recognition of personal achievements and not for services rendered.
c) Royalties, defined as shares of proceeds for contributions as authors or inventors, as allowed under the University’s copyright and patent policies.
d) Honoraria, defined as payments by agencies outside the University for occasional lectures and similar public appearances beyond normal academic responsibilities to the University of California and which are not in return for other services, whether given directly or indirectly.
e) University honoraria, defined as payment for occasional lectures or similar services performed on a University of California campus as permitted by Academic Personnel Policy.
f) Administrative stipends, defined as payments by the University for responsibilities related to University administration beyond normal academic responsibilities. This component of income may be included as covering X’ and included in calculating total covered compensation under UCRP.
g) Income from a profession or activity unrelated to the training and experience which is the individual’s qualification for University appointment as determined by the Department Chairperson in consultation with the Dean.
The preceding bullets (b) through (g) are excluded from reporting requirements and do not count in the outside activities threshold of these Implementation Procedures.

Consistent with the University-wide Standard Option, the Alternative Option, if chosen, will require that all income derived from consulting with for-profit institutions, legal and professional witness fees are due the Plan. Professional income, as used here, includes both cash and non-cash compensation (e.g., stock and stock options). Income due the Plan must be deposited into the appropriate revenue account of the School of Medicine.

Plan members of the UCR School of Medicine are not permitted to accept a salary or other regular income from any institution other than UC Riverside.

The Alternative Option listed below covers all current Plan participants of the UCR School of Medicine. Both options remain available when development and growth in numbers of eligible Plan participants warrant the development of individual APU/departmental guidelines for the UCR School of Medicine. Either option selected must be reviewed and approved by affected Plan participants of the APU, as well as the Dean/VCHS through consultation with the Advisory Committee before implementation.

1. **Alternative Option:**

   The “Alternative Option” allows Plan participants in Good Standing at UCR in all or selected departments or units to retain additional types of income and/or income up to 21 days of compensated professional activities with an income retention cap of $30,000 or 20% of the Health Sciences Compensation Plan salary scale for an individual faculty member’s rank, step and APU (X’), whichever is greater, without prior approval by the APU Head, department Chair or the Dean/VCHS to engage in the activities.

2. **University-wide Standard Option:**

   The University-wide Standard Option allows a maximum time limit of 21 days, but has no income limit. The University-wide Standard Requirement will remain an option for the UCR School of Medicine.
3. Additional Guidance on Outside Activities:
The UCR School of Medicine offers the following additional guidance on Outside Activities for faculty:
Faculty members have an obligation to disclose financial interests before making or participating in certain activities. The University policy related to Conflict of Commitment and Outside Activities of faculty members can be found at: [http://www.ucop.edu/acadadv/acadpers/apm/apm-025-07-01.pdf](http://www.ucop.edu/acadadv/acadpers/apm/apm-025-07-01.pdf) [http://www.ucop.edu/ucophome/coordrev/policy/9-01-00.pdf](http://www.ucop.edu/ucophome/coordrev/policy/9-01-00.pdf) Additional reporting, disclosure and disqualification requirements can be found in the Political Reform Act of 1974, including the Academic Decision Regulation; and in the University’s Conflict of Interest Code, which requires designated University employees to disqualify themselves from participating in a University decision in which they have a personal financial interest. Faculty may obtain information about these requirements through the campus office of Legal Support Services.

4. Monitoring and Enforcement
“Twenty-one (21) days” is defined as 168 hours per fiscal year. When outside professional activities require travel time during regular UCR working hours, the time spent traveling shall be included in computing hours/days of outside service, except when the service is provided to governmental agencies.

Service performed during paid or unpaid leaves of absence (e.g. vacation, holidays, or weekends) counts toward the twenty-one day maximum.

5. Time and Earnings Thresholds:
Under the Alternative Option, there are two components to the threshold: **maximum time, and maximum earnings.**

**Time Threshold:** The total number of hours for all outside activities (service to governmental agencies, non-profits, legal witness, etc.) for which income is retained must not exceed 21 days. The Plan recognizes and supports a framework of diverse hours and schedules to accommodate teaching, research and creative work activity, University service and University-related public service, and a day for most faculty exceeds eight hours. However, total time, defined in these guidelines totals 168 hours over 21 days. Plan participants who wish to exceed the time threshold as established must receive approval for outside professional activities that exceed the UCR time threshold by the
Dean/VCHS. All income from activities beyond the time threshold are due the Plan (even if the earnings threshold has not been reached) and will be submitted for deposit into the appropriate medical school compensation plan revenue account. All such payments are due upon receipt.

**Earnings Threshold:** The maximum annual outside professional earnings approval threshold is $30,000, or 20% of the assigned Health Sciences Compensation scale (X + X’). All income from activities beyond the earnings threshold is due the Plan (even if the time threshold has not been reached.)

Plan participants have the responsibility for maintaining a running total of the time spent on all outside professional activities. With the election of the “Alternative Option” the UCR School of Medicine will have both a 21 days of service and an earnings threshold of $30,000 (or 20% cap) annually. With this option, earnings generated above the cap, even with Dean’s consent, within the 21 day threshold will be due the Compensation Plan.

The primary means of monitoring compliance will be review by the Dean from the information provided by the faculty member in the required annual reports on outside professional activities.

6. **Corrective Action and Disciplinary Measures**

The University reserves the right to take corrective action and disciplinary measures against any Plan member who fails to comply with the Regents’ Plan and the UCR School of Medicine’s Implementation Procedures. An Academic Senate member who is subject to corrective action has available to him/her a grievance process through the Privilege and Tenure Committee as described in Academic Senate Bylaw 335. Other faculty may grieve through the provisions of Academic Personnel Policy 140.

7. **Policy on Requirement to Submit Proposals through the University**

The *Policy on the Requirement to Submit Proposals and to Receive Awards for Grants and Contracts through the University* was issued by the University’s President on December 15, 1994 and applies to all faculty members. Faculty who receive any part of their salary through the University, or whose activities use any University resources or facilities, must submit their proposals for extramural support through the UCR Research Office.
8. Limitations on Use of University Resources

The use of University staff, laboratories, facilities, or other University resources in connection with outside professional activities is subject to limitations. Faculty should take note and care not to unduly stress or over-tax University staff resources when outside activities income is retained by the faculty member. In these cases, faculty should take care to allot costs to the maximum extent possible to the faculty member directly, or a third party, and not the University. In addition, faculty should take special note that the University’s liability coverage does not extend to certain faculty consulting and expert witness activities. For example, University malpractice/professional liability coverage does not extend to expert witness activities when the faculty member retains the related income.

Reasonable use of UCR School of Medicine equipment and university resources is acceptable and may include the following: use of office email, scanners, telephones or faxes for incoming or outgoing communications, but not long-distance charges (which should be reimbursed to the University by the individual incurring them); use of departmental offices for interviews or other similar activities, unless usage creates difficulties for other School of Medicine scheduling access; using administrative support personnel to accept phone calls, take messages, and schedule appointments at the request of individuals outside the university (but not asking staff to arrange meetings, prepare materials, arrange travel, etc. when these activities relate to outside professional activities).

9. Disposition of Income Due the Plan

If there is income due the Plan above the $30,000/20% or 21-day maximum time limits, it will be added to the calculation for the bonus (Z). Faculty are eligible for a bonus if all clinical and academic expenses not covered by any other fund sources have been met, including Dean’s tax and billing charges.

10. Non-cash Compensation

Professional income governed by the Plan includes not only cash compensation, but also non-cash compensation. Faculty who receive stock or stock options in lieu of compensation for outside professional activities must disclose them to the Dean’s Office within 30 days of receipt, and the stock/stock options will be valued at that time. If the purchase price is less than the stock/stock option’s valuation on the day of receipt, the difference between the purchase price and the value of the stock/stock options is due the Plan. Faculty must count this difference in
their earnings threshold. Faculty who neglect to disclose the stock/stock options at the time of receipt will owe the Plan the difference between the initial purchase price and the market value at the time it is disclosed.

V. BENEFITS

Benefits provided as outlined below are consistent with benefit levels approved by the Regents. The UCR School of Medicine may not offer faculty benefits beyond those approved by the Regents.

A. Base Salary-Related Benefits are associated with an individual’s base salary (from one of the Health Sciences Salary Scales) paid through the University of California payroll system. These benefits may include participation in the University’s basic retirement plan, health care insurance, disability insurance, regular term life insurance, and other benefits as may be approved by The Regents under the same eligibility requirements as other members of the University’s faculty.

B. Optional Benefits on Additional Compensation
The Regents have authorized some disability and life insurance benefit programs related to health sciences additional compensation beyond the base salary. These programs must be approved by the Office of Employee Benefits/Human Resources, Office of the President. Policies governing optional disability and life insurance programs on additional compensation are available from that Office.

C. Paid Leave
Faculty members remain members of the Compensation Plan while on paid leave, even if salary is dropped to base. While on paid leave, faculty members are bound by the rules of the Plan, the Departmental Implementation Procedures, and any departmental Guidelines, including those policies related to income due the Plan.

1. Extended Illness/Disability Leaves:
Faculty do not accrue sick leave, but may be approved for leaves with pay (i.e. salary continuance) during periods of extended illness or disability (APM 710). An absence of greater than two weeks for health reasons is considered an
extended illness and should be officially recorded as a leave with pay, and when appropriate, will be designated as Family Medical Leave (FMLA).

Faculty who can perform part of their usual duties or other duties assigned will be required to do so. With appropriate documentation, which may include a physician’s certification of disability, and/or an outside third party review (at the School’s expense), the School will provide salary continuance during periods of extended illness or disability as follows:

Faculty with 0 – 3 years of service: Full-time faculty members unable to work for health reasons, who have less than three years of service at the time of illness, will continue to receive full salary \((X + X' + Y)\) for a period equivalent to 1 day/month from date of hire to date of illness or disability.

Faculty with 3+ years of service: Faculty unable to work for health reasons, who have more than three years of service at the time of disability, will continue to receive full salary \((X + X' + Y)\) for 90 days.

Faculty members who are still unable to return to work will then need to rely on employee-and/or employer-paid plans (whether through the University or privately-funded) for income while eligibility for disability benefits continues. Long term disability insurance for the “Y” portion of salary is an employer-paid benefit that provides coverage to eligible faculty following a full year of full disability. Faculty should consult current plan documents for complete information about the University plans available and the coverage they provide.

2. **Other Paid Leave:**

A. **Vacation:** Faculty members accrue vacation leave at a rate of two days per month for full time service. For approved plan participants working part-time at 50% time or more, vacation allowance accumulates at a proportionate rate of full-time credit. For approved Plan participants working part-time at less than 50% time, there is no vacation accrual. Unless approved by the Dean, an appointee must serve the University for six months after initial appointment before accrued vacation allowance may be used. Accrued vacation may be
approved for use during periods of extended illness, disability, and childbearing/child rearing/approved family leaves. Faculty eligible to accrue vacation credit may accumulate a maximum of 48 working days (384 hours). Terminal vacation leave (paid to those separating from University service) is paid at a rate equal to the full salary in effect immediately prior to separation.

B. Childbearing and Other Parental Leaves: In accordance with APM 710, childbearing leave shall be granted on request to a faculty member who bears a child, for the period prior to and following childbirth; the department will provide salary at the full negotiated salary rate \((X + X' + Y)\) during these leaves. The normal period for childbearing leave is typically six weeks, although more time may be necessary for medical reasons; in such cases the faculty member may consult with the APU Head/Departmental Chair for funding of childbearing and other parental leave beyond six weeks. An additional six weeks of paid leave may be supported at the negotiated salary as defined above, excluding bonuses, upon discussion and approval by the APU Head/departmental Chair and the Dean.

The School of Medicine will not distinguish between academic senate and non-senate members for the purposes of maternity leave for a faculty member who bears a child even if the member has served in their faculty title less than 12 consecutive months. It is expected that the funding sources supporting a faculty member at the time of her childbearing leave will continue to be used during childbearing leaves. If additional leave is required for medical reasons, the School’s policy regarding leaves for extended illness shall apply.

Fathers/non-birth parents shall be granted up to two weeks paid parental leave, upon request, at their currently negotiated compensation.

Parental leave without pay is subject to approval, but may be granted for up to one year to any academic appointee for the purpose of caring for a child. Normally, this unpaid leave, when combined with childbearing leave and/or Active Service—Modified Duties (see below) shall not exceed one year for each birth or adoption.
In addition to these paid or unpaid parental leaves, periods of Active Service—Modified Duties (ASMD), at full negotiated pay (i.e., $X + X' + Y$) shall be granted on request to any faculty member who has primary responsibility for the care of an infant or child for the period before and/or immediately following a birth or adoption of a child under age five. Under academic policy, the total combined period of childbearing leave and ASMD for each childbirth or adoption may not exceed three months. The faculty member requesting a period of ASMD must confer with the Dean of the UCR School of Medicine prior to the begin date, in order to reach agreement on the nature and scope of the individual’s duties during this period.

**C. Sabbatical Leave:** Sabbatical leaves are a privilege accorded to eligible Ladder Rank faculty to allow them to engage in periodic and intensive programs of research and study (see APM 740). During an approved sabbatical, the salary rate will at a minimum be equal to the individual’s rate of covered compensation ($X (1 – 9)$). Additional compensation ($Y$ portion) may be granted from the same or similar sources as those providing negotiated compensation prior to the period of leave (i.e., faculty may not accept salary directly from another institution while on sabbatical), but any salary above covered compensation (base) shall be limited by the availability of extramural, clinical or other discretionary funds. Total salary during sabbatical leave from all sources may not exceed the faculty member’s total salary prior to the leave. Faculty shall remain members of the compensation plan and subject to all of its requirements while on sabbatical leave.

**D. Professional Development Leave:** Faculty who are members of the Academic Senate but not eligible for sabbatical leave may apply for professional development leave. Such leaves will generally not be approved for more than six months’ duration. During an approved professional development leave (at the discretion of the Dean), the salary rate will at a minimum be equal to the individual’s rate of covered compensation (Scale 1 – 9)). Additional compensation may be granted for the same or similar sources as those providing negotiated compensation prior to the period of the leave (i.e. up to the $X + X' + Y$)
if such funds are available. Total salary during professional development leave from all sources may not exceed the faculty member’s total salary prior to the leave. Faculty shall remain members of the compensation plan and subject to all of its requirements while on professional development leave.

**E. Other:** On occasion, leaves of absence with pay may be approved for good cause (for example, during military service or for brief periods of governmental service); salary during such leaves will in general be at the full negotiated rate.

These paid leave provisions are available to Plan members who are appointed less than 100%, after having been employed for at least one full year, for the length of paid leave prorated according to the percentage appointment, and paid at the full Health Sciences Scales Base Salary rate or total negotiated salary rate.

The above are provided uniformly within APUs as reviewed by their participants and as approved by the Dean.

3. **Leaves Without Pay:** In addition to the types of leave described above, leaves of absence without pay for other good cause (e.g., for family care or other personal reasons) may be granted, subject to approval by the department chair, and Dean. In general, such leaves may not exceed one year. However, during such periods of leave, faculty may not engage in compensated outside professional activities consistent with the guidelines of this Implementation Plan, and they shall remain members of the compensation plan and subject to all of its requirements. Exceptions to this policy are granted only in extraordinary circumstances, or where other policy or formal agreements supersede compensation plan policy (for example, in cases of extended governmental service or for faculty placed on administrative leave).

**VI. COMPLAINTS AND APPEALS FOR PLAN MEMBERS**

Faculty members who have a complaint about issues related to outside professional activities should first try to resolve the issue at the APU/department level. If the complaint cannot be resolved through discussions, the faculty member’s complaint and the APU/department response
should be memorialized and documented. If the faculty member is dissatisfied with the APU/department decision, s/he should file a formal complaint with the Dean/VCHS. The Dean/VCHS will charge the Advisory Committee with fact finding. Both the APU Head/Chair or their designee and the faculty member will have the right to be heard by the Committee. The Committee will issue a formal recommendation for resolution to the Dean/VCHS. If the faculty member is dissatisfied with the Dean/VCHS’s decision, s/he can pursue administrative remedies through applicable campus academic personnel processes.

VII. CAMPUS ACCOUNTING AND BUDGETING METHODS

A. Management and Reporting of Professional Services Income and Expenses

1. University Management
All professional services income generated by Compensation Plan members shall be managed by, accounted for and reported as revenue of the University; the only exception to this requirement shall be income which the Plan participant is allowed to retain in accordance with Section IV.G.1. All compensation paid by the University to Plan members will be subject to Federal and State withholding and reported on a W-2 form as wages. Campus procedures shall include billing and accounting procedures necessary to assure accountability for all funds. All financial transactions shall be approved, documented, and otherwise processed or executed in accordance with University policies, procedures and delegations of authority.

All professional fee billing (including, and not limited to clinical revenue, for-profit consulting income, expert witness fees) is due the Plan and collection activities shall be conducted by authorized University billing groups, by external vendors with which the University has contracted, or as otherwise permitted by University procedures. All such fees shall be deposited upon receipt by the University or by an external vendor in a University bank account established in accordance with University delegations of authority.

2. Reports
The accounting standards specified in the University of California Accounting Manual must be used in reporting income and expenses in all compensation arrangements.
B. Fund Accounts and Sources

All income generated by a Plan member’s professional activities (e.g. all income due the Plan, including but not limited to clinical revenue, consulting income and professional/legal witness fees) shall be managed by, accounted for, and reported as revenue of the University; the only exception to this requirement shall be income that the Plan participant is allowed to retain in accordance with this Implementation Plan. All income owed to the University must be submitted to the Dean’s Office for deposit into the appropriate UCR School of Medicine professional fee revenue account.

Compensation Plan fund accounts will be structured so that each department has at least two distinct funds: a current-year operations fund and a prior-year fund to which accumulated surpluses will be transferred.

All fund accounts shall be separate University accounts and shall receive Plan income from the following sources:

a) Income from professional services;
b) Amounts paid by University hospitals or affiliated institutions for professional and managerial services rendered to the hospitals by participants in the Plan;
c) Such other funds as are required by the Chancellor or President to be included in fund accounts.

Certain other sources of University income may be available to support faculty compensation and benefits but are not recorded in Compensation Plan fund accounts, such as:

1. Funds made available for salaries from University-administered grants and contracts.
2. Funds made available from unrestricted, non-State fund accounts within the school.
3. Gifts and other funds available for such purposes, as allocated by the Dean or Chancellor.

C. Assessment of Professional Services Income

An assessment rate annually recommended by the Dean and approved by the Chancellor for the UCR School of Medicine shall be applied against gross Plan members’ professional fee
collections. The UCR School of Medicine Dean’s Tax, which in consultation with the Advisory Committee is subject to change annually, is currently at 10% on gross receipts in the current year Professional Fees revenue fund.

Dean’s Tax on Outside Professional Income deposited to the Plan is currently at 20%. This rate can be reset on an annual basis, and although consultation with the Advisory Committee will occur, authority rests with the Dean.

D. Contingency in Event of Inadequacy of Health Sciences Fund Accounts
An allocation of 20% of net funds comprising the available bonus pool will be set aside to enable the Dean/VCHS to build an adequate reserve contingency fund in the event that current year fund accounts are inadequate to meet annual commitments. The purpose of the reserve(s) is to provide the funds necessary to pay Plan expenses, including the agreed-upon compensation to each Plan participant, in the event that the current year income of the Plan is insufficient to do so.

If the reserve funds are insufficient for the purpose, other non-restricted and non-19900/state fund balances will be utilized within the School, and in the event that resources are still inadequate to meet annual commitments, the Dean will seek approval from the Chancellor to reduce the participants’ additional compensation in a uniform manner in accordance with any fund source restrictions across the school, division, or APU as recommended by the Dean and approved by the Chancellor.

E. Budgeting
Each department shall develop and submit to the Dean each year an annual budget projecting income and expenses for the upcoming year as part of its annual faculty salary budget submission. Except where accumulated surpluses are being used to support an extensive growth phase, it is expected that revenue will always be adequate to support anticipated expenses. Departments should clearly indicate the funding mechanism for all benefits provided under the provisions of the Plan.

Expenditures shall be budgeted for and funded in the following order of priority:

1. Clinical practice operating expenses, defined as costs incurred by the University for billing and collection of fees for clinical services; for faculty use of University-owned and/or leased practice facilities, and for related professional operating activities;
2. To the extent that funds remain after expenditures for clinical practice costs, compensation may be paid to eligible participants in the Plan. Base salary and related benefits, including any required contribution on behalf of University of California Retirement Plan covered compensation, shall be funded before additional compensation;

3. To the extent that funds remain after the foregoing expenditures, benefits approved in accordance with Sections V.B. and V.C. may be paid.

4. To the extent that funds remain after all the foregoing expenditures, funds shall be contributed to the reserve(s) for contingencies in an amount recommended by the Dean and approved by the Chancellor.

5. When a health sciences fund account has accumulated a surplus beyond that required for expenditures and reserves as provided in all the above categories, the surplus shall be used as follows:

   a) At least one-half for academic purposes in the department or division of origin (including but not limited to salaries for support personnel) as recommended by the APU Head/Chair and approved by the Dean;

   b) The remainder may be used for other purposes in the school or campus as recommended by the Dean and approved by the Chancellor.

VIII. Implementation

The Implementation Plan for the UCR School of Medicine is designed to be consistent with the policy framework of the Regents’ Plan for Health Science Compensation Plans.

The Implementation Plan for the UCR School of Medicine Compensation Plan supersedes any prior HSCP plan for UC Riverside. This document has been reviewed and approved by the APUs of the UCR School of Medicine, and reviewed by relevant committees of the Academic Senate at UC Riverside prior to submittal by the Dean of the UCR School of Medicine to the Chancellor for submittal to the President.

Campus procedures are effective as of the date of approval of this Implementation Plan approval by the President.