I. PREAMBLE

The College of Medicine faculty are professionals whose education, training, knowledge, skills, and expertise allow them to engage in a wide range of professional practice activities, including clinical practice, clinical consultation, scientific consultation, and other activities of a professional nature.

When members of the College of Medicine faculty deliver care to patients, provide consultation for patient care, or provide scientific consultation, these faculty members by their efforts and presence enhance the stature and reputation of the College of Medicine and the Health Sciences Center. Active involvement by clinical department faculty in health care delivery practices is essential to the maintenance of their professional skills. Likewise, it is appropriate for basic science faculty to provide a reasonable degree of scientific consultation and other services to outside entities for which they may be compensated. Both of these types of activity contribute to the educational, research, and community service missions of the College of Medicine and the University.

The purposes of the faculty professional practice plan are (1) to provide economic support necessary to advance the College’s educational, patient care, and research missions through a College of Medicine Enrichment Fund, also commonly referred to as the “dean’s tax”, (2) to ensure sufficient clinical encounters for the clinical education mission, and (3) to provide for accountability for faculty professional practice activities.

The College of Medicine Professional Practice Plan is subject to the policies and procedures established by the Board of Regents of the University of Oklahoma. The Professional Practice Plan applicable to all faculty of the College of Medicine.

II. SCOPE OF COVERAGE

1. All full-time and part-time faculty of the College of Medicine are encompassed by the professional practice plan, including:
(a) Physician faculty in clinical departments

(b) Non-physician faculty in clinical departments

(c) Basic science departments' faculty

2. The basic science faculty, including basic scientists whose appointment may be in a clinical department, are not included as members of the faculty medical practice organization described and named in the Bylaws of the faculty medical practice organization, unless special exception has been made by the respective department and approved by the practice group management committee and the Dean. The Department of Pathology shall be classified as a clinical department for the purpose of the professional practice plan.

3. The basic science faculty shall have no oversight or authority over the faculty medical practice organization.

4. The faculty medical practice organization shall have no oversight or authority over the finances or disposition of revenue from professional practice activities of the basic science faculty. Such oversight and authority rests with the respective department and the College of Medicine.

5. Distribution of faculty professional practice collected revenues is subject to departmental policy within the limits of the policies of the College of Medicine and/or the University.

6. All sources of collected revenue generated by faculty, including but not limited to the following, are included within the scope of the professional practice plan and are subject to assessment for the College of Medicine Enrichment Fund (dean's tax) and to approved department assessment plans:

   (a) Patient care fees and other clinical practice revenue wherever earned by the faculty

   (b) Professional consultation, including scientific consultation
(c) Honoraria

(d) Medical legal consultation

(e) Compensation for supervision of professional services

7. Revenue Exclusions. The following sources of revenue are not included within the scope of the professional practice plan:

(a) Prizes and awards

(b) Faculty members’ interest in royalties, copyrights, and patent rights

(c) Non-professional income

(d) Compensation received as a result of military duty

(e) Income earned while on a sabbatical or leave that has been approved by the Board of Regents

8. All faculty are subject to and must comply with the College of Medicine Faculty Compensation Plan, as approved by the Board of Regents of the University of Oklahoma.

9. The College of Medicine Enrichment Fund (dean’s tax) is established by the Dean of the College of Medicine in consultation with department chairs.

III. BOARD OF REGENTS’ POLICY

Adherence to the Professional Practice Plan policy, as with all Board of Regents’ policies, is a condition of employment for faculty of the College of Medicine. Under this policy, as in all University matters, the members of a Department are responsible to their Chair, as the Chair is responsible to his/her Dean, and the Dean, through the Senior Vice President and Provost of the Health Sciences Center, to the President, and subsequently to the Regents.

The process of exercising their discretion as professionals in matters of patient care or scientific consultation does not diminish the responsibility of faculty members to account to the University for all
income earned, nor relieve them of the duty of compliance with policies and procedures of the Board of Regents governing site of practice.

Site of Practice Policy

The purpose of the site of practice policy is to concentrate patient care by the full-time faculty of the College of Medicine in those hospitals and other practice sites in which the major teaching and research programs of the College of Medicine are based. The patient care activities of the faculty may occur in any of the health care entities which comprise the Oklahoma Health Center in Oklahoma City, the Tulsa Medical Education Foundation hospitals in Tulsa, in designated hospitals and clinics in other College of Medicine program locations affiliated with either the Oklahoma City or Tulsa campuses, and in University owned or operated practice sites including those under the organizational structure of OU Medical Center (Oklahoma City) which support the academic programs of the College and which can provide the technical environment necessary for modern, high-quality medical care and teaching.

With approval of the Dean, full-time faculty members shall be permitted to act in a professional capacity in specific instances not covered above. As a condition of employment, faculty members who are employed by the University may not render patient care on a continuing basis except in those hospitals and teaching sites specifically authorized for such continuing patient care by the Regents.

(Regents, 9-13-94, 3-6-96, 3-5-97, 5-7-04)