

UNIVERSITY SPECIALTY CLINICS

COLLEGE OF NURSING

FACULTY PRACTICE

POLICIES & PROCEDURES

2011-2012

University Specialty Clinics

College of Nursing

Faculty Practice Plan

In keeping with the mission of the College of Nursing to create and develop both competent, caring nurses and leaders to advance the practice of nursing through the integration of teaching, research, and service in order to improve the health and welfare of people, the University Specialty Clinics College of Nursing Faculty Practice Plan exists to foster faculty practice and the clinical education of nursing students. Faculty Practice is the delivery of nursing services by faculty through the roles of clinician, educator, researcher, consultant, and administrator. The practice plan creates a system of support for excellence in practice, research, and teaching as well as responding to the community to serve the needs of the population by providing quality health care services. The University Specialty Clinics College of Nursing Faculty Practice Plan is conducted in accordance with the University of South Carolina School of Medicine Clinical Faculty Practice Plan and the Bylaws and Operating Guidelines of the USC School of Medicine Educational Trust. College of Nursing faculty are represented on the Board of Directors of the Educational Trust by the Dean and one elected member from University Specialty Clinics College of Nursing Faculty Practice Plan. The College of Nursing Faculty Practice Plan Executive Committee provides leadership in the implementation, promotion, and evaluation of the practice mission.

Purposes

1. Model expert nursing care.
2. Optimize research utilization in advanced practice.
3. Innovate in patient care delivery systems.
4. Develop supportive educational and research environments.
5. Provide incentive for faculty who engage in practice.
6. Enhance recruitment and retention of faculty.
7. Provide consultative services

Practice Plan Guidelines

The following guidelines apply to University Specialty Clinics College of Nursing Faculty Practice Plan:

1. All nine-month full-time clinical faculty whose base salaries are paid by the University are members of University Specialty Clinics College of Nursing Faculty Practice Plan for their nine month academic appointment. All professional fees and income from professional services earned during the nine month academic appointment or year round FPP contract must be earned through the Practice Plan and pursuant to a contract approved and signed by the Dean.
2. Faculty who are nine-month faculty are allowed to generate non-Faculty Practice Plan income during the summer months without having to contribute or receive reimbursement from the University Specialty Clinics College of Nursing Faculty Practice Plan. If a nine-month faculty

- member is employed by the College of Nursing on a separate summer contract, they are considered to still be on a nine-month appointment and are allowed to earn or generate non-Faculty Practice Plan income during the summer months (May 16 to August 15) without having to contribute or receive reimbursement from the University Specialty Clinics College of Nursing Faculty Practice Plan.
3. All eleven and twelve month full time clinical faculty whose base salaries are paid by the University are members of the University Specialty Clinics College of Nursing Faculty Practice Plan year round. All professional fees and income from professional services must be earned through the Practice Plan and pursuant to a contract approved and signed by the Dean.
 4. Tenure-track faculty employed before December 31, 1995, may elect to join the plan.
 5. All nine-month full time tenure-track faculty employed after January 1, 1996 and whose base salaries are paid by the University are members of the University Specialty Clinics College of Nursing Faculty Practice Plan for their academic appointment, excluding Research Professors. All professional fees and income from professional services earned during the nine month academic appointment or year round FPP contract must be earned through the Practice Plan and pursuant to a contract approved and signed by the Dean.
 6. All eleven and twelve month full time tenure-track faculty employed after January 1, 1996 and whose base salaries are paid by the University are members of the University Specialty Clinics College of Nursing Faculty Practice Plan for their academic appointment, excluding Research Professors. All professional fees and income from professional services earned must be earned through the Practice Plan and pursuant to a contract approved and signed by the Dean.
 7. Part-time faculty or temporary faculty may be considered for membership if approved by the Dean of the College of Nursing and the Dean of the School of Medicine.
 8. Each member of the University Specialty Clinics College of Nursing Faculty Practice Plan must discuss and obtain approval from the Dean, the Associate Dean for Academics, and the Associate Dean for Practice for the individual's faculty practice activities each year.
 9. The Practice Council recommends policy and procedures for the University Specialty Clinics College of Nursing Faculty Practice Plan.
 10. Members practicing must have malpractice coverage appropriate to the level of practice. Malpractice insurance provided by the CON Faculty Practice Plan covers the Member for University Specialty Clinics College of Nursing Faculty Practice Plan activities only. Nine month faculty members who elect to practice in the summer outside the plan will not be covered by malpractice insurance that has been provided by the University Specialty Clinics College of Nursing Faculty Practice Plan.
 11. The amount of allowable professional income for individual faculty members of the Plan is determined annually by the Dean and is subject to approval by the Dean of the USC School of Medicine and President of the University of South Carolina.

Procedures

1. A member of the plan must discuss plans with the Dean, Associate Dean for Academics, and Associate Dean for Practice. Individual faculty practice goals must be identified and congruent with the College of Nursing strategic plan.

2. The members may negotiate to practice under an existing agreement or propose a new practice option to the Associate Dean for Practice and the Dean.
3. Contracts for faculty practice are negotiated between the contracting entity and University Specialty Clinics College of Nursing Faculty Practice Plan (Dean and/or Associate Dean for Practice). All contracts must be reviewed and approved by the University Specialty Clinics Office of Legal Affairs. All contracts must be signed by the Dean-the only person authorized to sign practice plan contracts.

Reimbursement

1. Faculty who provide services through the University Specialty Clinics College of Nursing Faculty Practice Plan may receive a maximum allowable supplement from the practice plan of forty-five percent (45%) of the funds collected by the practice plan for those services.
 - a. For reimbursement, Faculty will be required to submit monthly practice hours to the office of the Associate Dean. Practice plan income for faculty is contingent upon adequate earnings being generated by the individual faculty member and the College of Nursing Faculty Practice Plan
 - b. Services may include but are not limited to consulting, direct patient care services under an approved Faculty Practice Plan contract, legal consulting or review, or workshop development/ presentations.
2. Faculty are released from the Faculty Practice Plan when they provide direct patient care services under these circumstances only:
 - a. Faculty can provide direct patient services (RN or APRN shift work) on legal holidays recognized by the University and on the weekends (Friday 5PM to Sunday 11PM). Faculty who provide direct patient care during these hours do not have to bill for these services through the plan. Please note, that when faculty provide direct patient care services during these hours, they are not covered for professional liability under the Practice Plan.
 - b. These releases during legal holidays recognized by the University and weekends apply only to direct patient care services (RN or APRN shift work).
 - c. These releases only apply to 9 month faculty.
 - d. These releases do not apply to any faculty who participate in a year round or standing contract that is under the practice plan, regardless of the hours worked. The rule for reimbursement to a faculty member for participating in a contract that is under the practice plan year round remains in force as the 45% rule.
3. The determination, approval and payment of this income shall comply with the approved policies of the College of Nursing Faculty Practice Plan and the provisions of the University of South Carolina School of Medicine Clinical Faculty Practice Plan.

Approved: September 17, 1996

Revised August, 2001

Revised December 2003

Revised August 2006

Revised and approved by the Faculty September 2007

Revised May 2009