1. **Purpose**
   1.1. To establish the guidelines on practice remuneration for Baptist Health Science University College of Osteopathic Medicine (BUCOM) faculty working in the Baptist Memorial Health Care (BMHCC) clinical setting.

2. **Policy**
   2.1. Core faculty in the BUCOM may provide medical care within specified BMHCC or Baptist Medical Group (BMG) facilities as part of their routine clinical duties.
   2.2. Remuneration for these services will be paid from BMHCC or BMG directly to BUCOM to offset the percentage time for which the faculty is working in that practice/clinical setting.
   2.3. In cases where physician revenue exceeds that budgeted in terms of percent effort for the medical school, the faculty member may receive merit pay based on superior clinical production.
   2.4. Non-core (community preceptors or faculty not directly employed through BUCOM) are not eligible for either merit pay for exceeding clinical production nor BUCOM salary or merit pay.

3. **Definitions**
   3.1. Core faculty: physician faculty employed with BUCOM who may have a percent time designated for clinical activities within the Baptist Healthcare System.
   3.2. Non-core (clinical) faculty: faculty who are not employed by or paid by BUCOM who serve as clinical preceptors but receive remuneration from their clinical practices.

4. **Procedure**
   4.1. The Dean of BUCOM will negotiate annually with the BMG Chief Executive Officer or their designee.
   4.2. The BUCOM Dean will provide information regarding the percent effort for each core physician faculty who is working within the BMHCC or BMG setting.
   4.3. BMHCC administration will negotiate with the BUCOM dean regarding compensation for each physician’s percent effort, including RVU and other necessary benchmarks for productivity.
   4.4. Productivity benchmarks will be shared with each faculty at their annual performance review.
   4.5. Physicians who exceed their expected production basis will be compensated for their efforts in excess of their established benchmark.

5. **Related Information**
   5.1. None.