

POLICY ON PRACTICE EARNINGS: BUCOM

Policy Information			
Policy# :	COMBOD.1014	Reviewed Date(s):	
Date Created:	8/31/22	Revised Date(s):	
Responsible College Administrator:	Provost / Vice President of Academic Affairs	President Council Approved Date:	9/22/22

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.