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University of Florida College of Dentistry Faculty Practice Plan

The J. Hillis Miller Health Center at the University of Florida provides educationally oriented professional practice settings and opportunities, through which faculty members provide professional services including medical and dental care and treatment to patients, including patients at independent hospitals, other institutions, and various other sites as an integral part of their academic activities and their employment as faculty. Such faculty practice activities are designed to assure professional practice opportunities and experiences that are essential in the training of students and postgraduate health professionals and that will enhance skills and knowledge of faculty members who must teach and train medical and dental students. Participation in such faculty practice activities by members of the faculty of the College of Dentistry (the "College") of the J. Hillis Miller Health Center of the University of Florida is vital to the educational mission, the maintenance of skills in the treatment and diagnosis of disease, and the maintenance of patient management skills, clinical expertise and judgment, and is a necessary and essential part of their employment as faculty.

Because such faculty practice activities generate income from a cross section of patients, third party payors and others, the College is authorized, pursuant to Section 6C-9.017, Florida Administrative Code, to regulate fees generated from such faculty practice activities; and to develop and maintain a Faculty Practice Plan for the orderly collection and distribution of income. This document represents a formal statement of such a plan for the College.

1. Faculty practice income shall include all payments resulting from professional services, including clinical practice, at any site by members of the academic faculty (the "Dental Faculty") employed by the College who render professional services to patients, institutions, or other parties, including clinical activities performed pursuant to any program or contract approved by the Dean of the College. Honoraria, royalties, consultation fees and other income derived from outside employment approved by the Dean of the College are not considered to be faculty practice income as described herein.
2. The College shall develop an incorporated Dental Practice Association (the "Association"). The Association shall be self-supporting by reason of collection of income generated by or on behalf of the Dental Faculty as a result of faculty practice activities. The Association will effect the functions of billing, collecting, and distributing the faculty practice income received by it. This Faculty Practice Plan of the College includes, by reference and attachment, the Articles of Incorporation and the Bylaws of the Association, and subsequent amendments thereto.
3. Faculty members engaging in the practice of dentistry must do so only through the College and its Faculty Practice Plan, unless otherwise specifically approved by the Dean of the College. Each member of the Dental Faculty shall assign to the University all faculty practice income collected by or on behalf of such member and adequate records shall be kept of these collections.
4. With the exception of faculty practice income billed and collected by another party pursuant to contract as described in the next sentence, all faculty practice income shall be deposited in a separate bank account to be held and administered by the Association, subject to rules, regulations, policies, and procedures of the University of Florida. Billing and collection of faculty practice income by another party pursuant to contract is permitted so long as a complete accounting of such collected faculty practice income is provided to the

Association on at least an annual basis. Faculty practice income, after provision for the expenses of the Association, shall be accumulated and distributed to appropriate funds of the University of Florida, the University of Florida Foundation, or the Association, to be utilized for purposes consistent with and in support of the objectives of the College, the J. Hillis Miller Health Center, and the University of Florida.

5. A percentage of net income, as determined by the Dean of the College, shall be transferred and kept in a separate University of Florida local fund account for disbursement by the Dean of the College in support of dental education as described in Section 10 herein.
6. The affairs of the Association shall be directed by a Board of Directors which shall have a membership in accordance with the Association's Articles of Incorporation and Bylaws.
7. Association funds transferred to departmental accounts may be accumulated or disbursed at the discretion of each respective Department Chairperson with the approval of the Dean of the College. Allocation of revenues to the departmental accounts shall be determined by the Dean of the College.
8. An annual financial statement for the prior fiscal year (July 1 through June 30) shall be prepared by the Association in accordance with Chancellor's Memorandum CM-D-14.00-8/96 or replacements thereto. An annual spending plan for the subsequent fiscal year, and amendments thereto as they occur, shall be prepared by the Association in accordance with Chancellor's Memorandum CM-D-06.00-7/96 or replacement thereto, for approval by the Dean of the College, the Vice President for Health Affairs, and the President of the University of Florida. An annual financial audit of the financial records of the College of Dentistry Faculty Practice Plan and the Association shall be conducted in accordance with Chancellor's Memorandum CM-H-01.00-8/96 or replacements thereto.
9. The Dental Faculty, as employees of the College, shall use the clinic facilities, other areas of the J. Hillis Miller Health Center, and other appropriate clinical facilities for the practice of dentistry.
10. Association funds may, with the approval of the Dean, be used as grants or donations for the improvement and support of dental education as follows: to enrich the academic activities of the department; to provide appropriate salaries and certain fringe benefits to faculty of the College, including funding a 403(b) retirement plan; to reimburse costs incurred in meeting professional responsibilities; to support research and educational programs; to procure research or dental equipment; to defray departmental operational expenses; to pay debt service and cost related thereto; and to support other such activities as may be approved by the Dean and are consistent with Chancellor's memorandum CM-K-7.00-8/96. The Dean and Department Chairpersons may make such grants and donations as they desire in such amounts as they deem appropriate. Such grants and donations shall be transferred from the Association to appropriate grants and donation accounts of the University of Florida, to the University of Florida Foundation, or to other agency funds of the college or the J. Hillis Miller Health Center. Such grants shall be approved by both the Departmental Chairpersons and the Dean. The use of such transferred funds shall be approved by both the Departmental Chairpersons and the Dean. The use of such transferred funds shall be according to appropriate State, Board of Regents, University of Florida Foundation, or University policies and procedures. The Association, per se, shall exercise no continuing control over transferred funds.
11. The Dean, Associate Dean for Faculty Practice, and Departmental Chairpersons shall discuss individual salary arrangements annually for each faculty member, with the result thereof being memorialized by written contract. The total salary of each faculty member must be approved by the Dean, the Vice President for Health Affairs, and the President of the University of Florida.

12. The President of the University shall approve any payments emanating from the Association toward meeting any payments toward the total salaries of the Dean of the College or the Vice President for Health Affairs.
13. A salary increase for a faculty member who receives compensation from the faculty practice funds or other sources which do not contribute to the Florida Retirement System (FRS) shall require approval of the President of the University of Florida and the Chancellor of the State University System if the percentage increase in the salary paid from sources which contribute to the FRS is greater than twice the appropriated average State University System faculty salary percentage increase for that year. If the increase is sufficient to result in a significant fiscal impact to the FRS, as assessment payable to the FRS may be required.
14. The governing principle is that distribution of all College of Dentistry faculty practice funds will be for the improvement and support of the academic mission of the University of Florida College of Dentistry.
15. This Plan shall become effective on the date approved by the Vice President for Health Affairs of the University of Florida, by the President of the University of Florida, and by the Chancellor of the State University System.

Approved by:

Dean, College of Dentistry, University of Florida	10/29/97
Vice President for Health Affairs, University of Florida	10/30/97
President, University of Florida	03/28/98
Chancellor, State University System	04/13/98