UNIVERSITY OF OKLAHOMA COLLEGE OF NURSING

FACULTY PRACTICE PLAN

I. PREAMBLE

The faculty of the College of Nursing is made up of both full-time and part-time faculty. The Faculty Practice Plan (FPP) applies to all nine-, ten-, and twelve-month faculty who hold full-time appointments.

Full-time members of the College of Nursing accept all rights, privileges and obligations of other University faculty as set forth in the University policies. Accordingly, a person who accepts full-time employment in the University of Oklahoma owes his first duty and his first loyalty to the University.

Obligations of a faculty member are not limited to meeting classes but include related activities of teaching, research and creative scholarly activity and professional and University service and public outreach, as well as University governance. Faculty are encouraged to engage, within the limits of the time available to them, in such income-producing activities as consulting work, sponsored research, professional nursing practice and other activities which are closely related to their University work. The decision to engage in such professional activities by the faculty members will be made with the knowledge and understanding that it must be done in accordance with the provisions of this policy.

Faculty who actively participate in professional activities acknowledge that it requires of the faculty a significant commitment in terms of energy, emotional dedication, time and the assumption of personal liabilities in addition to those assumed in carrying out academic programs.

Adherence to this policy, as with all Regents' policies, is a condition of appointment for full-time faculty in the College of Nursing. Under this policy, the faculty member is responsible to the Dean and the Dean, through the Senior Vice President and Provost, to the President.

II. OBJECTIVES

1. To provide a uniform procedure for professional accountability in matters of professional activities and the income generated by these activities.

2. To improve the patient care and consultative resources of the Health Sciences Center for the benefit of the public health.

3. To promote discussions, seminars, or workshops under the aegis of the College of Nursing for the purpose of exchanging information and furthering the state of art of the profession.
4. To provide exemplary patient care and consultative models to meet the educational, research, and service goals of the College of Nursing.

5. To enhance recruitment and retention of highly qualified faculty by providing a source of funds with which to supplement income.

6. To provide incentives to the faculty to engage in the practice of their professions, to maintain and improve professional skills, and professional credentials.

7. To provide a procedure for accounting, reporting and auditing of all generated income.

8. To provide a procedure for the disbursement of generated income.

9. To provide basic financial data which can be made available and visible to all who have a legal right to examine such information.

III. DEFINITION OF TERMS

1. Membership

   All full-time faculty of the College of Nursing shall be members of the Faculty Practice Plan.

2. Base Salary

   Base salary is defined as salary paid to the faculty by the College of Nursing or by affiliated institutions as part of the faculty member's workload within the Oklahoma Health Center. This does not include any paid benefits of employment.

3. Workload/Work Time

   Faculty members will be given workload assignments in accordance with the Workload Policy by the Assistant Dean of Academic Affairs. It is expected that a faculty member's first priority will be the duties at the College of Nursing.

4. Supplemental Professional Earnings

   Income generated by professional activities such as consulting or professional nursing practice, as discussed with and approved by faculty supervisor.

   a. Sources of Supplemental Professional Earnings

       Sources of supplemental professional earnings include, but are not limited to, the following:
       • Nursing practice fees wherever earned by the faculty member.
       • Professionally related consultation and community services
• Honoraria including but not limited to invited speaking, grant reviews, and continuing education teaching.
• Fees received for tutorial services

b. Income Exclusions

• Prizes and awards
• Faculty members interest in:
  1. Royalties
  2. Publication payments
  3. Copyrights
  4. Patent rights
• Nonprofessional income
• Compensation received as a result of military leave
• Income earned during paid leave, leave without pay, winter and spring breaks for nine- and ten-month faculty, and/or sabbatical leave
• Salary included under the definition of base salary.
• Income earned during those hours required to maintain clinical certification.
• Income earned during work for the College of Nursing Case Management Program.
• Income earned by supervising prescriptive authority students until such time that prescriptive authority is incorporated into the curriculum. After that incorporation is completed, monies earned supervising prescriptive authority through continuing education is subject to inclusion under the Faculty Practice Plan.
• Honoraria provided by Federal Agencies

IV. OPERATIONAL PROCEDURES

All operational procedures for the FPP are addressed in the College of Nursing operational procedures document.

APPROVED BY THE BOARD OF REGENTS, 06/19/02, 01/25/06