

UNIVERSITY OF KENTUCKY  <b>ADMINISTRATIVE REGULATIONS</b>	IDENTIFICATION <b>AR II-7.0-8</b>	PAGE <b>1</b>
	DATE EFFECTIVE <b>1/25/94</b>	SUPERSEDES REGULATION DATED

**UNIVERSITY HEALTH SERVICE PHYSICIANS' SERVICE PLAN**  
(Approved by the Board of Trustees)

**ARTICLE I. NAME OF THE PLAN**

The Plan shall be known as the University Health Service Physicians' Service Plan of the University of Kentucky Medical Center.

**ARTICLE II. SCOPE OF THE PLAN**

The Plan establishes policies and general procedures relating to compensation for services rendered by all University Health Service Physicians, regardless of specialty, with full-time or part-time appointments in the University Health Service. This Plan is applicable to compensation derived from salary and from the University Health Service physicians incident to the care of patients and to all other activities which are a part of the Medical Center program. Income from publications and honoraria for lectures or other activities which are not a part of the Medical Center program are excluded from the Plan, but remain subject to policies and regulations of the Board of Trustees.

**ARTICLE III. PURPOSE OF THE PLAN**

The purpose of the Plan is to facilitate proper functioning of the teaching, research, and service programs of the Medical Center, consistent with the integrity and responsibilities of the University. With this purpose paramount in consideration, the operation of the Plan will be evaluated periodically with the underlying principles hereinafter set forth as guides.

**ARTICLE IV. DEFINITIONS**

A. The "FUND" as used herein means the Fund for Advancement of Education and Research in the University of Kentucky Medical Center, a non-profit corporation organized in 1959 under the laws of Kentucky to promote, advance, and support the educational, research, and other purposes of the University of Kentucky Medical Center. The "BOARD OF DIRECTORS OF THE FUND" means the Board of Directors of the Fund for Advancement of Education and Research in the University of Kentucky Medical Center, which Board consists of six members, including the Chancellor for the Medical Center, the Vice Chancellor for Clinical Professional Services who is also the Dean of the College of Medicine, the Dean of the College of Dentistry, the Chairperson of the Executive Committee of the Board of Trustees of the University of Kentucky, and two members appointed by the Board of Trustees of the University.

B. The "UNIVERSITY HEALTH SERVICE PHYSICIANS ADVISORY COMMITTEE OF THE FUND" as herein used means that Committee of the Fund for Advancement of Education and Research in the University of Kentucky Medical Center appointed by the Board of Directors of the Fund pursuant to Article X of this Plan.

C. The "PHYSICIANS ADVISORY COMMITTEE OF THE UNIVERSITY HEALTH SERVICE" as herein used means that Committee of the University Health Service appointed by the Director of the University Health Service as provided in Article IX of this Plan.

D. The "UNIVERSITY HEALTH SERVICE PHYSICIANS' SERVICES ACCOUNT" as herein used means that separate depository account to be established as provided in Article VII of this Plan.

E. The "BOARD OF TRUSTEES" as herein used means the Board of Trustees of the University which by law is the governing board of the institution.

#### ARTICLE V. UNDERLYING PRINCIPLES

A. Medical care will be provided in the Medical Center because it is essential to the teaching, research and service programs and to the proper use of the facilities and skills in the Center to reinforce health care resources in local communities throughout the Commonwealth.

B. The kinds and volume of medical care provided by the Medical Center will be determined by the needs of the teaching, research, and service programs of the Center. Income derived from the provision of such care is incidental to the purposes of these programs and in this sense is properly considered a "by-product" of their operation.

C. Medical Center patient care facilities will be used exclusively for activities which are part of the Center's teaching, research, and service programs. All patients admitted to the Medical Center will receive care as part of the teaching, research, and service program.

D. An optimal teaching environment will imbue students with understanding, sympathy, and respect for the patient as a person and will cultivate attitudes which are consistent with the highest ideals of the medical profession. To develop in students the ability to relate to patients differing widely in personality and environmental factors requires that teaching patients not be drawn from a single segment of society but rather that they represent a cross-section of the population. Moreover, optimal use of the Center's facilities in serving the needs of research activities requires absence of arbitrary restriction by social classification of patients. Such restrictions also would impair the value and usefulness to the people and physicians of the Commonwealth of the medical care resources available in the Center to reinforce resources available in local communities. In drawing teaching patients from all segments of the population, it will be the intent of the Medical Center to follow to the fullest extent possible the principle of strengthening the relationships between patients and their physicians.

E. The professional interests of full-time members of the University Health Service should be concentrated in their University Health Service position. Arrangements creating financial incentives for Health Service physicians which would tend to inappropriately divert or dilute their concentration on teaching, research, and program responsibilities are not consistent with the mission of the Medical Center.

F. Each full-time and part-time member of the University Health Service physician staff can rightfully expect:

1. The facilities, material, and support needed for teaching and research;
2. Opportunity to maintain and develop clinical skills; and
3. Compensation for work on a basis which recognizes the University Health Service physician's responsibilities, competence, and productive effort and which is reasonably in line with compensation which the University Health Service physician could obtain elsewhere in academic medicine.

Success in attracting and holding outstanding University Health Service physicians will depend on meeting these expectations.

G. Assurance that the level of compensation for full-time and part-time University Health Service physicians is competitive with other good teaching centers and University Health Services and adequate to attract and maintain (a) strong, competent, physicians is basically the responsibility of the University. Responsibility should rest with the University not only for ensuring that initial and subsequent levels of remuneration are adequate, but also for ensuring that such levels are not excessive. Through budgetary and related actions, the University should, to the extent possible and permissible, assure the University Health Service physician that the physician's total remuneration from all sources will be in accord with a predetermined level which is fixed consistent with adequacy and which is periodically reviewed.

H. Payments received for physicians' services rendered by University Health Service physicians should be used only for remuneration of such physicians, in such manner and in such amounts as determined by the Board of Trustees, and for such other purposes in the Medical Center as may be recommended by representatives of the University Health service physicians.

I. With respect to each full-time and part-time University Health Service physicians the amount of total compensation will be established by the Board of Trustees in the operating budgets of the Medical Center. The manner and extent to which compensation from the University Health Service Services Account is combined with other compensation will be reviewed and approved annually by the Chancellor for the Medical Center with periodic reporting to the Board of Trustees with the objective of providing stability of total compensation

without impinging on the freedom of University Health Service physicians to apportion their time and efforts among teaching, research, and patient care activities as determined by their interests and program responsibilities.

ARTICLE VI. SETTING OF CHARGES FOR SERVICES

Standard schedules of charges for physicians' services, as developed by the University Health Service, subject to review by the University Health Service Advisory Committee and approval by the Director of University Health Service, will be the general basis for assessing such charges to patients. Variation from such standard established charges may be made with approval of the Director of the University Health Service.

ARTICLE VII. BILLING AND COLLECTION OF CHARGES FOR SERVICES

Charges for medical services rendered by full-time and part-time University Health Service physicians will be billed by the Medical Center for payment at the time services are provided or subsequently, with such charges and billings being appropriately coordinated with charges and billings for other services to patients. Collection of all amounts so billed will be handled by the Medical Center. Amounts collected for combined charges for services and undesignated receipts from or on behalf of individual patients who receive medical services will be applied on appropriate bases of proration to payment for physicians' services and to payment for other services. Major problems relating to collection from patients of charges for physicians' services will be handled in a manner that is subject to the concurrence of the physicians rendering the services to the patients. Any payments, other than compensation as established by the Board of Trustees, which are received by full-time and part-time University Health Service physicians for professional services within the scope of the Plan shall be transmitted on a current basis to the Medical Center for inclusion with other funds collected for physicians' services.

All funds collected or received by the Medical Center for services rendered by University Health Service physicians shall be so collected and received by the Medical Center as Trustee for the Fund for Advancement of Education and Research in the University of Kentucky Medical Center. Such funds shall be segregated upon receipt and shall be paid over by the Medical Center to the Fund by depositing the same in a separate account of the Fund in such depository as may be designated. Such separate account shall be designated and known as the University Health Service Physicians' Account of the Fund.

ARTICLE VIII. USE OF FUNDS DEPOSITED IN THE UHS PHYSICIANS' ACCOUNT

As a standing policy, The Fund for Advancement of Education and Research in the University of Kentucky Medical Center will use and expend all monies and funds deposited in the University Health Service Physicians' Account to the extent available for the following purposes:

A. Compensation to University Health Service physicians in such amounts as may be necessary to provide the difference between other University compensation and the total compensation as established by the Board of Trustees in the operating budget of the Medical Center. The operating budget will show the amounts to be paid from the University Health Service Physicians' Account, which amounts are dependent upon the availability of funds.

B. Such other purposes in the Medical Center as from time to time may be recommended to the Board of Directors of the Fund by the University Health Services Physicians' Advisory Committee of the Fund provided, however, that such funds may not at any time be used for payment to University Health Service physicians of income in excess of the total compensation established for the individual members thereof by the Board of Trustees in the operating budget of the Medical Center.

ARTICLE IX. THE UNIVERSITY HEALTH SERVICE PHYSICIANS' ADVISORY COMMITTEE

The Director of the University Health Service shall appoint a University Health Service Physicians' Advisory Committee. The Director shall serve as Chairperson of the Committee. The Committee shall meet periodically and shall review the operation of this Plan, including matters relating to the applicability of the Plan to sources of income, standard schedules of charges for physicians' services, and any other aspects of the operation of the Plan. This Committee shall make such recommendations as it may deem appropriate to the Director of the University Health Service with respect to the modification of the policies and procedures provided by this Plan or utilized in its operation. In the event that changes are deemed necessary, they will be brought before the University Health Service physicians by the Chairperson of the Committee.

ARTICLE X. THE UNIVERSITY HEALTH SERVICE PHYSICIANS' COMMITTEE OF THE FUND

The Board of Directors of the Fund will establish within the organizational structure of the Fund a University Health Service Physicians' Advisory Committee, which shall consist of all the members of the University Health Service Physicians' Advisory Committee of the University Health Service. It shall be the duty of the Chairperson of the University Health Service Physicians' Advisory Committee of the Fund to make recommendations from time to time to the Board of Directors of the Fund on the use of monies in the University Health Service Physicians' Services Account of the Fund, specifically with respect to use of such monies pursuant to subparagraph B of Article VIII of this Plan and within the purposes authorized by the Articles of Incorporation of the Fund. In the performance of its duty the Committee shall review the status of the University Health Service Physicians' Services Account, for which reviews the Fund shall provide summary statements of deposits, expenditures, and commitments by major categories.

ARTICLE XI. LIMITATIONS ON MEDICAL PRACTICE BY UNIVERSITY HEALTH SERVICE PHYSICIANS

As a condition of employment, physicians who are full-time employees of the University Health Service will not maintain offices or engage in the practice of medicine outside of the approved programs of the Medical Center except in infrequent and special circumstances as in emergencies and in other situations where provision of service is required by professional ethics.

ARTICLE XII. EFFECTIVE DATE

Upon approval by the Board of Trustees of the University of Kentucky, the University Health Service Physicians' Services Plan will be effective upon approval on January 25, 1994. Subsequent modifications or amendments of the Plan will be effective upon approval of the Board of Trustees or as of such date as may be specified by the Board of Trustees.