

AR3:14 Addendum for College of Dentistry

College of Dentistry Practice Plan Addendum

Preamble: This Addendum (the "Addendum") supplements Administrative Regulation (AR) 3:14 and provides specific information concerning the practice plan of the College of Dentistry (the "College" or "Unit"). It may be referred to as the College of Dentistry Practice Plan Addendum.

General: An annual contract (the "Annual Contract") _____ is is not (check one) authorized with an approved Fiscal Agent (not required if Fund serves as Fiscal Agent). If authorized, the annual contract is part of this Addendum and incorporated by reference, herein. If a conflict in terms arises between the Annual Contract and the College or Addendum, terms of the Annual Contract shall take precedence.

Specific: College or Unit Addendum Modifications, below, are made in reference to the specific paragraphs of *Administrative Regulation (AR) 3:14, Practice Plans for Health Science Colleges and University Health Services*.

I. Introduction

The terms set forth in AR 3:14, Paragraph I, are not subject to local modification.

II. Scope

The Plan Members are faculty in all College of Dentistry title series, full-time and designated part-time as approved by the Dean.

Services provided by Plan Members incident to the care of patients and to all other activities which are a part of the health care programs of the University are included in the Plan. This includes compensation, income and payments (direct or in kind, and whether characterized as fees, retainers, or otherwise) for professional services rendered or to be rendered, including, but not limited to, those relating to: (a) the diagnosis, treatment, and evaluation of patients; (b) the provision of therapeutic products for patients or others; and, (c) consultation with patients.

In addition, the following professionally generated income is included in the plan: (check "yes" or "no")

YES _____ NO Direct and in-kind payments (excluding actual out-of pocket costs) for providing (a) advice, (b) professional consulting services, (c) service on boards, committees, commissions, or the like, and (d) oversight, supervision, or other participation with any entity or person involved with health or medical care are included in the Plan.

YES _____ NO Witness fees and payments relating to depositions, testimony, or other evaluations in the capacity of a witness;

YES _____ NO Professional fees and compensation for educational consulting in medical and pharmacy focused programs in conjunction with the pharmaceutical industry and/or other external agencies;

YES _____ NO Honoraria for lectures;

- YES ___ NO ___ X ___ Unassigned income from publications;
- YES ___ NO ___ X ___ Prizes for personal past achievements and not for services rendered;
- YES ___ NO ___ X ___ Special administrative stipends paid by the University for performing administrative assignments beyond those normal to academic appointments;
- YES ___ NO ___ X ___ Income for a profession or activity unrelated to the professional education, experience, or training that qualifies members of the Plan for a University appointment;
- YES ___ NO ___ X ___ Payments for service to NIH or other governmental peer review research project site visits or review activities;
- YES ___ NO ___ X ___ Any reimbursement and fees associated with regular continuing education programs funded by the College;
- YES ___ NO ___ X ___ Other income which relates to or would not exist but for the professional education, experience, or training that qualifies members of the Plan for a University appointment.

III. Definition Details

The Fiscal Agent, if other than the Fund, of the Plan is the University of Kentucky.

The Practice Plan Committee is the UK Dental Care Board (UKDCB). The UKDCB consists of the Associate and/or Assistant Deans of Clinical Affairs, Department Chairs, Division Chiefs, and Clinical/Clinical Research Heads in the College of Dentistry. Ex-Officio membership, without voting privileges, may also include: Dean, Associate Dean of Administration/Finance, Assistant Dean of Administration/Clinical Operations, Accountant/Manager of the UKDCB plan, Director of Information Management, Compliance Manager, Infection Control/Safety Coordinator and Student Representative.

Department or Division Plans X are ___ are not authorized. If authorized, the following requirements apply (first five apply, unless an exception is granted by the Provost and EVPHA):

- X Written Document
- X Approval by Dean, after review by UK Dental Care Board.
- ___ Approval by Provost
- ___ Approval by EVPHA
- X Legal Review
- ___ Annual Audit

Other: ___ The College of Dentistry Practice Plan (attached) assigns clinical revenue and expenses among faculty practice clinics, subject to target minimum share rates, maximum share caps, and indirects. Each individual faculty clinic then has the ability to develop a plan for that specific clinic that allocates the available assigned clinic funds among the faculty participants in that clinic. The clinic policy must be a written policy, reviewed by the UK Dental Care Board, and approved by the Dean after Legal Review. The policy must be reasonably appropriate and fair, even if not precise, and should be based on data that can be readily measured.

The Plan Service Account is maintained by the University of Kentucky College of Dentistry.

The Billing Agency is: The UK College of Dentistry

The Plan Member Documents include:

Practice Agreement

Assignment for Billing to: _____

Non Compete or Restrictive Covenant

Other (specify) See attached "College of Dentistry Practice Plan"

An example of the form of each is attached hereto, as Collective Attachment III, and incorporated by this reference.

IV. Underlying Principles

The principles set forth in AR 3:14, Paragraph IV, are not subject to modification.

V. Setting of Charges

Any special terms concerning the setting of fees are attached hereto as Attachment V, which is attached hereto and incorporated herein by this reference.

VI. Billing and Collection

The college billing and collection process, if in more detail than AR 3:14, Paragraph VI, is described in Attachment VI, which is attached hereto and incorporated herein by reference.

VII. Use of Funds Deposited in the Plan Services Account

The terms set forth in AR 3:14, Paragraph VII, are not subject to modification.

VIII. Plan Administrator and Budget

The Plan Administrator is: The UK College of Dentistry.

The College budget process, if described in more detail than AR 3:14, Paragraph VIII, is described in Attachment VIII, which is attached hereto and incorporated herein by reference.

IX. Provisions for Faculty Salary Supplemental Compensation

The percent of net revenue to be allocated for supplemental compensation, as determined by the EVPHA and the Provost is 80%.

The College shall retain 20% percent of collected fees for its use in professional development, educational promotion, academic enrichment and related endeavors. Any special retention of funds or fees is described in Attachment VII, which is attached hereto and incorporated herein by reference. The College is able to redirect some or all of the percentage of collected fees to provide a minimum level of support for faculty clinical activity, as described in the attached operations document.

The Frequency of Distributions is: monthly; quarterly; other

X. The Practice Plan Committee

The terms set forth in AR 3:14, Paragraph X, are not subject to modification.

XI. Limitations on Practice by Plan Members

Any additional modifications or limitation on practice are attached as Attachment XI, which is attached hereto and incorporated by this reference.

XII. Exceptions and Appeals

Any modifications to the grievance procedure are described in Attachment XII, which is attached hereto and incorporated by this reference.

Any Special Provisions are attached hereto, as the Special Provisions Attachment, and incorporated by this reference. If any Attachment referenced herein is not included, the Attachment is conclusively presumed to be omitted intentionally.

XIII. Effective Date

This Addendum shall be in force for a term beginning January 1, 2024 and ending June 30, 2024. It shall automatically renew for any number of successive one year terms unless terminated or modified by a writing signed by the approving parties, below.

Approving parties:

Dean, College of Dentistry

Jeffrey P. Sherr 12-11-23

(Signature)

Provost:

[Signature] 12-14/23

(Signature)

Co EVPHAS

[Signature] 12/2023 / [Signature] 12/14/23

(Signature)

[Attachment: College of Dentistry Practice Plan](#)

The College of Dentistry faculty practice consists of multiple “faculty clinics”, operating in different locations or with focus on different specialties.

Definitions:

1. “Collected Revenue” means all revenue received during the month, less any credits given for any prior months’ Collected Revenue, that is directly attributable to one faculty member.
2. “Direct Expenses” means those expenses directly associated with a billed dental procedure. For example, when a crown is placed, the laboratory fee associated with making the crown is a direct expense.

Basic Principle: Each faculty member will receive thirty seven percent (37%) of the Collected Revenue (professional fees) less direct expenses for his/her activity in a facility clinic setting, and forty eight percent (48%) of the Collected Revenue less direct expenses for his/her activity in performing procedures in the operating room.

Payment: Payments will be made monthly to each faculty member based upon the prior month’s Collected Revenue for that particular faculty member. A faculty member will be entitled to one (1) monthly payment after his/her employment separation date (e.g., if a faculty member’s UK employment ends June 30, then the faculty member will be entitled to a payment in July as to June’s Collected Revenue).

This Faculty Practice Plan will be reviewed in six (6) months and adjusted as necessary to ensure that it is meeting the needs of the College of Dentistry and its faculty members.

