October 13, 2009

To: School of Medicine Compensation Plan Faculty
From: Edward J. Callahan, PhD, Associate Dean of Academic Personnel
Re: Additional Outside Professional Activity Days and Clinical Callback During the Furlough Period

Dear Colleagues,

As a faculty member, you may use furlough days for compensated outside professional activity and, if requested by your department, you may provide clinical care to UCDHS patients during some of your furlough days.

**Outside Professional Activity**

Under normal circumstances, SOM Compensation Plan members are limited to 21 days of outside professional activity both under the Standard and Alternative Options. Because furlough days are considered "non-service" days, the University has permitted faculty to engage in outside professional activities in excess of 21 days through the utilization of furlough days.

If you wish to exceed the 21 days of outside professional activities by using furlough days, please submit a written request to your department chair. The request should address when the furlough time will be used and for what activity it will be allocated (i.e., what type of work performed, which organization or company it will be done with, where it will be performed, etc). By providing this information, the department will be able to track the use of all of your furlough time, a requirement of UC policy.

Please note that all other rules contained within APM – 025 (Conflict of Commitment), APM – 670 (Compensation Plan Guidelines), and the UC Davis School of Medicine local implementation procedures will continue to apply, including the requirement that you obtain prior written approval from the Dean to engage in Category 1 activities (Category I activities involve working for an outside agency or business, or being paid to serve on the Board of Directors of a corporation of organization). You still are not allowed to engage in any outside professional activities that involve patient care unless your department has contracted with the outside agency to provide that care. Additionally, you must deposit any outside professional income (other than the threshold amount permitted in the Alternative Option) to your department’s faculty compensation plan. Finally, you will still be required to report all outside
professional activity, including that undertaken during furlough time, in the yearly report at the end of this fiscal year.

Additionally, for faculty in departments who have elected the Alternative Option, the annual earnings threshold for outside professional activities will increase temporarily, for the duration of the furlough plan, to $30,000 or 20% of your base salary (i.e. earned income due to rank, step, and scale for your academic programmatic unit), whichever is greater. As specified in APM - 670, all outside clinical income above the threshold must be deposited to the faculty compensation plan.

Clinical Callback

In order to provide uninterrupted patient care, the School of Medicine has obtained authorization to institute a clinical callback program for faculty who agree to conduct patient care activities on assigned furlough days. This program utilizes the ‘Unanticipated Duties’ clause in the compensation plan, and compensation received will be in the form of a Z payment based upon each faculty member’s daily X salary rate (base and scale). Each department is responsible for requesting approval of its total clinical callback activities. If a faculty member agrees to being called back clinically, the department will submit the Faculty Furlough Callback request Form to Executive Associate Dean Meyers for approval. This will enable the SOM to track your furlough time, as required by UC policy, as well as to calculate Z compensation for providing these patient care services. Please contact your CAO or the Office of the Dean if you have additional questions regarding this program.

Faculty who are recalled for clinical duty during furlough days may not use those same furlough days for outside professional activities.

Please let me know if you have any questions.

Sincerely,

Edward J. Calahan, PhD
Associate Dean for Academic Personnel
UC Davis School of Medicine