Compensation Plan for Staff Physicians
Outside Professional Income

Full-time staff physicians covered by the Compensation Plan for Staff Physicians must follow requirements for outside professional income consistent with the UCD School of Medicine Health Sciences Compensation Plan for academic faculty, Alternative option.

The following categories of income which are accrued by occasional service may be received and retained directly by plan members. The Department Chair and/or Dean shall monitor the frequency of individual activity in these areas:

- Income from occasional outside professional activity (other than patient care).
- Prizes, defined as gifts in recognition of personal achievements and not for services rendered.
- Royalties, defined as shares of proceeds for contributions as authors or inventors, as allowed under the University’s copyright and patent policies.
- Honoraria, defined as payments by agencies outside the University for occasional lectures and similar public appearance beyond normal academic responsibilities to the University of California and which are not in return for other services, whether given directly or indirectly.
- University honoraria, defined as payment for occasional lectures or similar services performed on a University of California campus as permitted by Academic Personnel Policy.
- Administrative stipends, defined as payment by the University for responsibilities related to administration and above and beyond normal academic responsibilities.
- Income from a profession or activities unrelated to the training and experience, which is the individual's qualification for University appointment as determined by the Department Chair in consultation with the Dean.

Other outside professional income, excluding those derived from patient care or from sources listed above, may be received and retained directly by plan members up to a maximum threshold, defined in the UCD School of Medicine Health Sciences Compensation Plan Implementation Procedures as $20,000 or 20% of the individual's base salary (whichever is greater). Examples of these types of outside professional activities include consulting for government, industry, for-profit and not-for-profit organizations, and expert professional witness activities. Income retained from outside professional activities must be for occasional service (other than patient care) not to exceed 21 days (168 hours) of such service per fiscal year.

Each MSP physician in the compensation plan retaining income from outside professional activities must provide to the Department Chair a report describing sources from which the member obtained income, amounts earned, time spent on these activities, and an attestation of adherence to procedures in implementing the attached Compensation Plan guidelines. This report is due annually.