

**Augusta University**  
**Augusta University Nursing Associates, Inc. Practice Plan**

**I. PURPOSE**

The purposes of the Nursing Faculty Practice Plan (Plan) are to: 1) further the service, education, and research missions of the Augusta University ("AU") a component of the University System of Georgia governed by the Board of Regents; 2) to enable faculty to maintain clinical competence, fulfill certification requirements and share expertise with other health care providers; and, 3) to provide additional revenue streams for the College of Nursing and salary supplementation for the faculty members. Integration of clinical practice, education and research through faculty practice promotes high quality, cost effective health care and increases access to care. The Plan may also engage in charitable activities to benefit the AU College of Nursing in line with the appropriate Internal Revenue Code for charitable organizations. Clinical placement and education of students is also optimized through faculty practice. Faculty practice opportunities are helpful for the recruitment and retention of top quality faculty.

**II. DEFINITION**

Faculty practice is defined as the provision of professional nursing/clinical services that contribute to the promotion, maintenance and rehabilitation of health in individuals, families, communities and organizations. For the purpose of this plan, a broad definition of practice is assumed that is consistent with definitions promulgated by regulatory agencies, certifying bodies and professional organizations. Faculty practice encompasses multiple roles and may include, but is not limited to, direct and indirect provision of nursing/clinical services, research, education, consultation and administration.

**III. PARAMETERS OF NURSING FACULTY PRACTICE**

Parameters of practice are individualized. They are defined by the settings in which services are provided, reimbursement mechanisms, and the nature of the practice agreement. The settings for the Augusta Nursing Associates, Inc. (AUNA) are not limited by geographic region or facility.

**IV. PARTICIPATION**

All faculty employed at 1.0 FTE (full-time) in the AU College of Nursing ("The College") who are licensed to practice nursing, or their profession, in the State of Georgia and any other faculty members who are approved for membership by the Board of Directors in accordance with the terms of this Plan will be full members of the Augusta Nursing Associates, Inc. (the AUNA) by reason of their employment in the College. Participation will coincide with the length and terms of individual employment contracts. They shall remain a Member of AUNA until such time as he or she ceases to be a faculty member and employed on a full-time basis by the College or the Member does not hold a license or is not otherwise authorized to practice nursing, or their profession, in the State of Georgia.

Member's clinical practice (all faculty who are full-time are members) is governed by the provisions of the Plan. Full-time faculty may not engage in practice outside of the Plan. The appropriate Department Chair, in conjunction with the Practice and Compliance Manager and the individual faculty member, shall jointly decide the percentage of work commitment that will be dedicated to practice plan activities. Members of the Plan will have up to one (1) day per week

(20% of time) for practice. Members who desire to practice more than 20% shall negotiate the terms of their workload and responsibilities with the appropriate Department Chair and the Practice and Compliance Manager of the AUNA. Workload negotiations will be based on the best interests of the College as defined by negotiation of percentage of effort relative to teaching and scholarly activities.

Any other Faculty members in the College who are not members of the Plan may voluntarily participate in AUNA upon approval of the Board of Directors. Such individuals shall be associate members, and as such, are not eligible for full membership in the Corporation and will not be able to vote on items that require membership approval.

## **V. REVENUES FROM PROFESSIONAL SERVICES**

Fees for professional services provided by members of the AU at any location, either on or off campus, shall be billed by AUNA in the name of the practitioner rendering the service. All revenues collected will be deposited by AUNA. Fees billed to, and collected from, third parties shall be handled in the same manner. Fees for clinical care provided by AUNA members under a contractual agreement approved by the AUNA will be billed and collected under the terms of the contract. All revenues from services will be paid directly to AUNA unless exclusion has been granted.

## **VI. OUTSIDE ACTIVITIES**

The following outside activities may generate revenue that typically is not considered professional practice and, as such, is excluded from the Plan.

1. Monetary prizes in recognition of professional achievement or scientific or personal rewards.
2. Fees for professional board memberships, national committee activities and editorial activities.
3. Visiting professorships
4. Fees from royalties, publications, patents and copyrights
5. Non-professional revenue. (Revenue derived from work outside the profession of nursing.)
6. Revenue earned while on military duty.
7. Revenue earned when on sabbatical or when not under AU contract.
8. Reimbursement from submitted travel expenses.
9. Honoraria for guest lectureships.
10. Revenue from providing professional consultation services pursuant to a lawsuit or contemplated legal action.
11. Revenue derived from presentations/service associated with AU's Division of Continuing Education.

Participation in most of the above activities will require completion of the OA-1 Form, follow the Guidelines for Avoiding Conflicts of Interest". If participation is planned in any of the above activities (items 1-11), participation must be discussed with the member's Department Chair prior to engaging in the activity. It is intended that membership in the Plan does not constitute any such outside activity.

## **VII. IMPLEMENTATION**

This Plan will be effective sixty (60) days following approval by the membership and the Dean of the College of Nursing and the President of AU on behalf of the institution. As of this effective date, ALL professional practice activities of full-time (1.0) faculty members, and any other faculty approved for participation, will be governed by the provisions of this Plan except to the extent of excluded Outside Activities referred to in Section VI above.

#### **VIII. PLAN GOVERNANCE**

The Plan will be administered by the AUNA Board as described in the Articles of Incorporation and Bylaws.

#### **IX. OPERATIONAL PROCEDURES**

1. The Practice and Compliance Manager shall be responsible for direct oversight and daily operation of AUNA. The Practice and Compliance Manager shall, under the direction of the Board, collaborate with the Dean, Associate Dean assigned to faculty practice, and Department Chairs of the College of Nursing on the overall administration of AUNA.
2. The Practice and Compliance Manager conducts business on behalf of AUNA under the direction of the Practice Group's Board of Directors.
3. After approval by the appropriate Department Chair, Plan members shall submit a proposal, in writing, to the Associate Dean assigned to faculty practice and the Practice and Compliance Manager. Proposals will include: a description of the practice, percent of faculty time required, anticipated revenue, manner of payment, any anticipated student or research involvement, type of arrangement (on-going practice vs. short-term, contract, joint appointment, etc.) and contact information. Actual negotiation of the contract will be accomplished by the Practice and Compliance Manager. The Practice and Compliance Manager shall receive approval from the Associate Dean assigned to faculty practice prior to execution of the contract on behalf of the Plan.
4. The Practice and Compliance Manager, as authorized by the AUNA Board, will actively seek out and negotiate contracts that are consistent with AUNA member proposals.
5. The Practice and Compliance Manager, in consultation with the Associate Dean assigned to faculty practice, and the CON Financial and Business Analyst, shall submit an annual budget plan to the Dean of the College of Nursing and the Board of Directors as well as quarterly reports summarizing the Plan's revenues and expenses.
6. All revenues derived from AUNA member practice shall be collected by, and become the property of, AUNA.

#### **X. TERMINATION FROM THE FACULTY PRACTICE PLAN.**

Upon termination of employment with the Augusta University College of Nursing, participation in AUNA ceases. In addition, surrender or failure to renew professional licensure in the State of Georgia will end participation in AUNA. The member will retain no vested interest in AUNA other than the funds that are on deposit in their individual sub-account. Funds on-deposit in the individual sub-account will be distributed through the established payroll system as a salary

supplement. This final individual sub-account distribution, as with the quarterly distributions, will not impact the retirement contribution for the individual.

## **XI. COLLECTION AND DISBURSEMENT OF FUNDS**

The Plan will support contractual arrangements by billing and collecting for all professional services. All revenue derived from the provision of professional services by AUNA members will be deposited in the AUNA account. Percentages may vary based on actual operational cost and will be set by the Board at the beginning of each fiscal year. Disbursement of Plan revenue will be as follows:

1. AUNA Administrative/Operational sub-account: Administrative and operational expenses will be paid from revenue collected by AUNA. These costs, initially, include expenses related to billing and collection, legal services, insurance, equipment, supplies, and postage. As AUNA contracts and revenues increase, expenses related to administrative support salaries and benefits, consulting services and other items that may be identified will be paid from this account. Disbursements (items b through d below) will be paid after administrative and operational costs are paid.
2. Dean's Sub-account: Revenue deposited into the CON Dean's Sub-account will be used at the discretion of the Dean for the support of the College Expenditures will be reported annually to the AUNA Board of Directors.
3. Department Sub-account: Revenue deposited into the CON Academic Department sub-account will be used at the discretion of the Chair for the support of their department. Expenditures will be reported annually to the AUNA Board of Directors.
4. Individual Sub-account: (Percentage may vary based on actual cost and will be set by the Board at the beginning of each fiscal year). a) Records will reflect how much revenue is generated by each individual AUNA member. b) The collected amount for each individual AUNA member, minus Plan deductions 1-3. c) AUNA will distribute this amount to the College, which will, in turn, disburse the funds to the individual AUNA member through the established payroll system as salary supplement and/or fringe benefits.

The aggregate amount of revenues so deposited in an individual's sub-account in any calendar year shall not exceed one-hundred percent (100%) of his or her regular salary as an employee of AU during that period.

## **XII. MALPRACTICE INSURANCE**

As employees of the Augusta University, members of AUNA are covered by medical malpractice liability insurance provided by the State of Georgia for clinical activities within the scope of their AU employment and may have additional protection from personal lawsuits under the State Tort Claims Act which covers employees of the State acting within the scope of employment. Any clinical practice engaged in outside the scope of AU employment is not covered.

## **XIII. MODIFICATION IN ESTABLISHED PLAN**

This Plan may be modified by the AUNA Board of Directors or by AUNA members as described in the Bylaws. All modifications require approval by the Dean of the College of Nursing and the President of AU on behalf of the institution. Modifications must conform to policies established

by the Board of Regents and the Augusta University. All modifications become effective sixty (60) days after written notice has been given of the modification by the other parties mentioned in this Section XIII, provided that the modification has not been vetoed by the AUNA members or the Dean of the College of Nursing (acting on behalf of the Augusta University).

Revised 10/03/2005

Approved by the AUNA Board on 10/14/2005

Approved by the AUNA Membership on 12/15/2005

Approved by the Provost on 2/01/2006

Effective Date per Plan Provisions is 2/15/2006

Second Revision 03/28/2007

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Approved by the Provost on 04/25/2007

Effective Date per Plan Provisions is 06/25/07

Third Revision

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Fourth Revision

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Fifth Revision

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Sixth Revision

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