

General Principles to guide the compensation and activities of Geographic Full Time and Major Part-Time Physicians in the Department of Psychiatry and Behavioural Neurosciences – June 2014

	GFT (Geographic Full-Time Faculty) ACADEMIC FACULTY	MAJOR PART-TIME (HOSPITAL BASED) CLINICAL FACULTY
SOURCE OF THE POSITION	GFT positions are possible when funding from Ministry of Training, Colleges and Universities, Ministry of Health, Hospital funding or sessionals (or a combination of these) is available. The majority of faculty in this category may be in the Clinician/Educator 'stream". For faculty in the Tenure Track or Term Special /CAWAR categories of appointment, the Department negotiates a base salary for the faculty member. This may include a Hospital role stipend, which is negotiated with hospital administration. This base salary is paid out to the member on the 15 th of each month as T4 income. All full-time physicians recruited after September 2004, are automatically enrolled in the Alternate Funding Plan (AFP).	If candidate holds a clinical position within one of the hospital sites, compensation may be negotiated with hospital administration. An annual contract is prepared by the Department Manager outlining duties, responsibilities, and costs. All part-time physicians recruited after September 2004, are eligible for enrolment in the Alternate Funding Plan (AFP).
BASES	Base salaries are determined by rank and role stipend, and may change over time. Part of the variation in bases depends on the Department's circumstances when the hiring occurred	No University paid base salaries for part-time faculty, although hospital role stipends may be negotiated.
PRODUCTIVITY PAYMENTS	Clinical and academic productivity for physicians is paid through the AFP.	Clinical and academic productivity for physicians is paid through the AFP.
EDUCATIONAL CONTRIBUTIONS	Educational contributions are set at a minimum of 400 hours/year.	Educational contributions are set at a minimum of 100 hours/year.
BILLINGS	All professional and clinical billings flow through Regional Medical Associates. A ceiling payment is paid to the member on the 1 st of each month. This is considered self-employed earnings.	Part-time faculty members may chose to use RMA as their billing agency but this is not mandatory. If they don't, the part-time faculty member bills OHIP directly and receives revenue directly from OHIP.
BENEFITS	All GFTs receive a benefits package offered by McMaster University. This includes a dental plan, major medical, group life insurance, disability coverage, tuition assistance, partial tuition assistance for dependents. The cost is usually generated by the individual faculty member. There is no longer a Pension Plan for physicians who joined the Faculty since 1996.	Not eligible for University benefits plan. Individuals responsible for purchasing independent benefits.
EXTERNAL PERSONNEL AWARDS	GFTs who apply for and are successful in receiving external personnel awards may apply this funding to their clinical earnings in order to free up time for academic commitments.	N/A

SABBATICALS	GFTs may apply for sabbatical leaves for 3, 6 or 12 month periods, once every 7 years. For 3 and 6 month leaves, the faculty member receives 100% of base salary. For 12 month leaves, the member receives 90% of base salary, and a percentage of clinical earnings. For faculty whose major funding comes from the Hospital, leaves must be negotiated and approved by the funding source.	N/A
APPOINTMENT TERM AND PROMOTION	Full-time appointments, at the Assistant Professor rank are usually for a six year period, with a 'reappointment' review held by the third year. Based on a successful review, the faculty appointment is extended for a further 3 year period. In the 5 th year of appointment, the faculty member undergoes an academic review which, if successful, leads to Tenure or CAWAR. For those initially appointed at the Associate Professor rank, the appointee must achieve CAWAR/Tenure in their third year of appointment. For Professors, this must happen in their second year.	The main requirement for holding a major part-time faculty appointment is clinical service and teaching (minimum of 100 hours per year). Although the pursuit of other scholarly interests is encouraged, there is no requirement or expectation to do so. Part-time faculty are reviewed every 3 years for reappointment, which is based on effective teaching (assessed by student and peer evaluations) and continued contributions to our clinical service. Non-major part-time faculty have a teaching commitment of 100 hours/year, and no other expectations. Adjunct teaching faculty at our distance campus locations are required to provide 150 hours of teaching over a three year period. Reappointment is recommended by the Site Coordinator.
	Contractually Limited Appointments (for up to 6 years) may be necessary to fill a short-term need, or if on-going funding is an issue. Appointment can be made for 1, 2, or 3 years; renewable up to six years in duration, based on successful academic reviews to extend contract.	N/A
	GFTs are eligible to apply for academic promotion (Associate Professor to Professor) usually after serving at least 6 years at Associate rank, and based on evidence of sustained and effective teaching, and on an academic review of scholarly contributions as assessed by a minimum of 3 nationally/ internationally recognized experts in the field who are external to the University, for "research" faculty. For Clinician / Educators, promotion is based on effective teaching, and scholarly contributions to the clinical setting, as assessed by internal and external reviewers. CLA appointees are not eligible for promotion. Successful promotees receive a "Rank Increase": \$5,000 for Associate Professor; and \$10,000 for full Professor.	Major part-time faculty, and some major non-physician faculty members working in a clinical setting, are eligible to apply for promotion, based on effective teaching and the establishment of a scholarly program of work, as assessed by internal (and if possible) external referees.
OFFICE COSTS	GFTs receive rent-free office space in the hospital / clinic setting; telephone (excluding	Most GFTs currently pay no rent for their office space

	long-distance), fax and email, internet, library privileges, and housekeeping. Office furniture is usually a negotiated split between hospital and department for hospital-based GFTs.	Part-time faculty are eligible to receive access to University email and the web proxy server, in addition to full library privileges.
SECRETARIAL SUPPORT	The Department hires and supervises secretarial support and negotiates with hospital administration for cost-shared support, if applicable. GFTs pay for time spent in personal use	As negotiated with hospital administration. Part-time faculty can purchase secretarial support on a full cost recovery basis.
DEPARTMENT COSTS	Each GFT pays \$5000 towards Department costs (for items not covered in the MET budget) and a membership fee of \$13,000 a year	Each Major Part-time member pays between \$7,000 towards Department costs (for items not covered in the MET budget) pro-rated per number of days worked. This will increase to 9,000 in 2014-15 and 11,000 in 2015-16.
FACULTY COSTS	Each GFT pays \$5000 towards faculty costs for Illness support, Chairs Ceiling Guarantees, Interest payments	Part-time faculty members currently pay nothing
BOOK AND TRAVEL (PDAs)	Now discontinued	\$0
ABE's (ALLOWABLE BUSINESS EXPENSES)	\$0-\$14,500 It is administered by RMA but self-funded from clinical earnings.	Own cost