



UNIVERSITY OF MINNESOTA  
**BOARD OF REGENTS POLICY**

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Administrative

**PRIVATE PRACTICE PLAN –  
UNIVERSITY OF MINNESOTA  
SCHOOL OF NURSING**

Adopted: November 10, 1993

Amended: December 13, 2002; March 11, 2005

Technical Change: August 21, 2013

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UNIVERSITY OF MINNESOTA SCHOOL OF NURSING**

**SECTION I. SCOPE.**

This policy governs the private practice of clinical nursing services by the faculty of the University of Minnesota (University) School of Nursing. Consulting activities that do not constitute the private practice of clinical nursing services, as determined by the president or delegate, shall be governed by Board of Regents Policy: *Outside Consulting and Other Commitments*.

**SECTION II. DEFINITIONS.**

**Subd. 1. School of Nursing.** *School of Nursing* shall mean the University of Minnesota School of Nursing on the Twin Cities campus.

**Subd. 2. Delegate.** *Delegate* shall mean the person designated by the president to carry out this private practice plan.

**Subd. 3. Faculty.** *Faculty* shall mean registered nurses holding full-time (regular or non-regular) appointments to the faculty of the University of Minnesota School of Nursing and other faculty designated by the president or delegate.

**Subd. 4. Participating Faculty.** *Participating faculty* shall mean faculty members engaged in clinical practice under this policy.

**Subd. 5. Clinical Services.** *Clinical services* shall mean performance for compensation or personal profit of the professional interpersonal service of:

- (a) providing a nursing assessment of the actual or potential health needs of individuals, families, or communities;
- (b) providing nursing care supportive to or restorative of life; and
- (c) evaluating these actions (Minnesota Nurse Practice Act).

**SECTION III. ORGANIZATION.**

**Subd. 1. Internal Organization.** The private clinical practice of faculty in the School of Nursing shall be organized internally under the direction of the president or delegate. All faculty who engage in the private practice of nursing may provide clinical services only through the internal practice plan. Any exceptions to the foregoing must be approved by the president or delegate.

**Subd. 2. Advisory Committee.** A Faculty Practice Advisory Committee (Advisory Committee) shall be established for the purpose of advising the president or delegate as to administration of the internal practice group (practice group). The Committee shall be made up of participating and nonparticipating



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regular faculty and shall be appointed by the president or delegate. The Advisory Committee shall select its own chair.

**SECTION IV. PARTICIPATION.**

**Subd. 1. Participation with Outside Health Care Agencies.** Faculty may have staff appointments and clinical privileges at health care agencies outside the University only if approved in writing by the president or delegate as being consistent with the teaching and research missions of the School of Nursing. Faculty shall not maintain offices for professional practice outside the University without written approval of the president or delegate.

**Subd. 2. Insurance Coverage.** All faculty members engaged in private practice activity shall obtain professional liability insurance coverage that fully covers such activity, at coverage limits acceptable to the University, and naming the Regents as an additional insured. Evidence of such coverage shall be filed with the president or delegate.

**SECTION V. SOURCES AND USES OF FUNDING.**

**Subd. 1. Revenues Included.** Private practice plan revenues shall include all funds derived, regardless of location, from clinical or patient care services and any other similar source which the president or delegate determines should be deemed practice income. All funds so derived shall be received by or submitted to an appropriate University account as determined by the president or delegate and in keeping with University financial policies and procedures.

**Subd. 2. Revenues Not Included.** Practice plan revenues shall not include:

- (a) royalties from publications;
- (b) honoraria or speaking fees; and
- (c) any other source which the president or delegate determines should be excluded.

**Subd. 3. Allowable Expenses.** The practice group will record as expenses only those expenses that are ordinary and necessary business expenses and that are consistent with University policy.

**Subd. 4. University Charges.** The University shall charge the practice group as an expense an appropriate amount for all University personnel, equipment, office space, utilities, or other services or facilities used for the generation of private practice income, but excluding personnel, equipment, or facilities for which charge recovery or cost recovery is ordinarily achieved by the University.

**Subd. 5. Contribution from Practice Group.** The practice group shall annually contribute to the School of Nursing an amount to be determined by the president or delegate, based upon a recommendation of the Advisory Committee. The amount of support to the School of Nursing will be a proportion of projected total practice group income available for distribution (not including base salaries).



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**Subd. 6. Revenue Distribution.** The net revenue available for distribution to participating faculty under this policy, as salaries or income augmentation, shall be allocated to them in a manner that is fair, fosters team work, and recognizes all principal areas of contribution to the activities of teaching, research, clinical care, and administration, and shall be determined and regularly reviewed by the president or delegate. The total level of compensation for those engaged in this practice plan is considered public information.

**SECTION VI. OVERSIGHT AND ACCOUNTABILITY.**

**Subd. 1. Oversight and Administration.** The president or delegate shall be responsible for oversight and administration of the private practice activity described in this policy.

**Subd. 2. Audits.** To ensure financial accountability, annual budgets and year end reports shall be prepared by the practice group and submitted to the president or delegate. Audits will be performed by the Department of Audits upon appropriate request.