

## **TEMPLE UNIVERSITY SCHOOL OF MEDICINE CONTINUING PROFESSIONAL EFFORT TRACK (CPET)**

### **GENERAL RULES:**

The CPET allows a current full time faculty member on the Clinician Educator Track at TUSM to request a reduction to 67% or more of full-time commitment status. A faculty member must have worked for at least one year in full time status before he or she can request a transfer to the CPET. The change in status must be approved in writing on the designated form (attached) by the chairperson of the department and the Dean of the School of Medicine. The duties of the faculty person on the CPET will be negotiated with his or her chairperson and may include any portion of his or her full-time responsibilities. For example, a person may devote his or her time solely to patient care, research or teaching, or apportion his or her time among these activities. CPET appointments shall be of one year's duration, and will be renewable for additional one-year appointments at the discretion of the chairperson and the dean. The criteria for appointment and reappointment shall be qualitatively the same as those described in the CET document. At the end of each 1-year appointment, the CPET appointment may be renewed or renegotiated or the person can return to full-time CET employment. The person on a CPET appointment will maintain seniority and eligibility for promotion.

The faculty member on CPET is subject to the rules of the practice plan in terms of outside income.

Except for the proportional reduction in salary and other changes specified in this document, all of the conditions of employment governing full-time faculty on the Clinician Educator Track and the responsibilities and privileges granted of full time faculty members on the Clinician Educator Track shall apply to part time faculty on CPET.

### **SPECIFIC TERMS:**

**Request to Convert to CPET status:** Conversion to CPET status must be requested by the faculty member. It cannot be initiated by the section chief, chairperson or Dean. The faculty member wishing to join the CPET should discuss his or her plans with the chairperson at least six months in advance so that the chairperson can determine whether the responsibilities of the department can be met. Under unusual circumstances, the requirement for advance notice can be waived.

**Conditions of CPET status:** The duration of the contracts for the CPET faculty will be one year and renewable on an annual basis. CPET contracts will not be less than 67% of full time commitment. The proportion of time will remain in force for the duration of the contract but may be altered when the contract is renewed. During the period of CPET status, the faculty member will retain his or her academic title and seniority in the department and will be subject to the normal review procedures for purposes of salary, duties and promotion. Credit for years in rank will be granted in proportion to the percent of time set by the contract.

**Salary, Benefits and Study Leave:** The salary for CPET faculty members will be negotiated with the chairperson but, except in unusual circumstances, will be reduced in proportion to the percent reduction in employment effort. The faculty member requesting CPET status will be offered the option of continuing selected benefits at the faculty member's expense. CPET faculty members will be eligible to enroll in Temple University sponsored health insurance, dental, and/or vision programs. Payment of the premiums is the responsibility of the CPET faculty member, who will make these arrangements with the Temple University Personnel Department. In order to assist him/her in purchasing benefits the faculty member's department may supplement the income of the faculty member by that percentage of the health insurance premium reflected by the faculty's employment effort. Faculty are also eligible to contribute to a TIAA/CREF or Fidelity sponsored SRA, which will allow the faculty member to take advantage of Temple's ability to tax shelter income, in accordance with what is permissible under the law. There will be no University contribution to these retirement plans. During the period of CPET, there will be no accrual of time toward vesting in the pension plan if the faculty member is not yet vested at the time of his/her change of status. Accrual of time will resume when the faculty member reverts to full-time CET status. Time towards study leave eligibility will accrue in proportion to the amount of time set by the part time contract.

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