

School of Pharmacy and Health Professions Education Incentive Plan

The purpose of this Education Incentive Plan is to allow the Dean of the School of Pharmacy and Health Professions to award supplemental funding at a rate exceeding the 25% royalty rate identified in the Creighton University Intellectual Property Policy 4.2.3 Rev. C 2/15/02., for the on-line development and instruction of non-Creighton degree seeking students. In all other circumstances, the current version of the Creighton University Intellectual Property Policy will super cede this plan. Faculty are referred to this policy for further details.

Supplemental funding to be made available for distribution to participating faculty members under this Incentive Plan will be derived exclusively from tuition or contractual dollars generated from non-Creighton degree seeking students. Supplemental funding available to faculty under this plan is as follows:

- Faculty who accept non- Creighton degree seeking students in online course(s) will receive 50% of the revenue generated from such students enrolled in their course.
- The supplemental funding described above will be awarded as special pay to participating faculty members on the pay date of the first month following the end of the semester in which the tuition or contractual revenue was received. Revenue must be collected in full in order for faculty members to receive supplemental pay.
- For courses with more than one instructor, the Instructor of Record, in consultation with the respective Department Chair, will determine the distribution of the supplemental funding among involved faculty members.

Participation in the plan by eligible faculty members is voluntary. Eligible faculty members shall be those contracted University faculty who hold an appointment of at least one-half full-time equivalent (0.5 FTE) within the School.

If the faculty member terminates his/her employment with the University, for any reason, the faculty member forfeits all rights to these funds.

The maximum level of combined supplemental funding from the Educational and Research Incentive Plans of the School allocated to a faculty member in any one fiscal year is 25% of his/her annual base University contracted salary.

Revenue from non-Creighton degree seeking students is generated based upon the eligible faculty member's participation. Types of revenue will be as follows:

- Tuition generated by a "visiting" student enrolling through the admission process on an individual basis. The visiting student will be either a student from another University or a practicing professional. The standard tuition rates set by the University will be applied.

- Groups of non-Creighton degree seeking students enrolling in a SPAHP course contracted through a representative from a visiting University. These contracts, negotiated on an individual basis through the Dean's office, are for groups of students who may or may not enroll at Creighton.

For a new course, OITLR will be consulted prior to course development. Department Chairs must approve faculty involvement and course logistics such as number of courses, number of students, workload issues, **and any other issues deemed relevant by the school's administration.**

This policy is administered at the discretion of the Dean who will approve all workload and financial arrangements for each participating faculty member.

Definitions:

Supplemental Funding: The term "supplemental funding" is equivalent to the term "royalties" as used in the Creighton University Intellectual Property Policy 4.2.3 Rev. C 2/15/02.

Effective February 1, 2006