

One MD Faculty

Vision

One MD Faculty is a conceptual model of physician engagement in the College of Medicine's academic mission. Its purpose is one of unification, accountability and enablement. As part of the College of Medicine's faculty, One MD Faculty members will collaborate with basic scientists, other CoM faculty members, and the broader University community to serve the people of Saskatchewan by producing outstanding clinical practitioners, generating new knowledge and contributing to improved patient outcomes.

Transition

In August 2015 as an important first step in this transition a voluntary severance package was developed and offered to eligible CoM MD faculty members who were in-scope of USFA. In the past months we have added resources to assist those accepting this package with negotiating new forms of engagement through an Academic Clinical Funding Plan (ACFP) or contract where they can continue to do the academic work they love.

Following is a list of common questions and answers intended to provide general information to support consistent responses and understanding.

Specific benefit, pension and payroll information will vary dependent on an individual's circumstances. Please direct these inquiries to the contact information embedded in the appropriate section below. This is a living document and subject to change

	Benefits <i>Please direct individual benefit inquiries to benefits@usask.ca</i>	
1.	If I resign October 31, 2015 and choose the 2 year benefit package, what date do my benefits change and what is the change?	
	All your group benefits will continue unchanged until your resignation date. They will change as indicated below following your resignation.	
	Up to resignation:	Following resignation:
	• Basic life (2x salary up to \$500,000)	• Basic life (2x salary based on current salary on resignation date, up to \$500,000)
	• Clinician life (\$60,000)	• Clinician life (\$60,000)
	• Optional life (up to \$500,000) and optional AD&D (up to \$500,000)	• Optional life may be converted to individual plans. See "Terms for Benefit Options" for conversion information
	• Health and dental	• Health and dental (exclude out of Canada travel coverage)
	• Flexible Spending Program (including Health Spending and Personal Spending accounts)	• Health Spending Account • Personal Spending Account ceases
	• Salary Continuance during the 90-day LTD qualifying period	• Salary Continuance during the 90-day LTD qualifying period ceases on resignation date
	• Long Term Disability (LTD)	• LTD with restrictions – see Letter of Understanding (LOU)

2.	What is the maximum life insurance I am able to convert and what is the process?
	<p>Coverage amount, costs and procedures will vary dependent on the individual plan and provider chosen.</p> <p>To convert your current group life insurance to an individual insurance plan contact Sun Life at 1.877.893.9893 within 31 days of your resignation date. The amount of coverage Sun Life allows you to convert to an individual plan varies from individual to individual. Please refer to “Terms for Benefit Options”.</p> <p>If you wish, you can contact other insurance providers, such as Blue Cross, Manulife, Great-West Life, etc. However, some may require medical evidence before agreeing to coverage. In addition, you may connect with the Saskatchewan Medical Association and MD Management to explore additional options.</p>
3.	What is the process for applying or converting disability and extended health care benefits?
	<p>There is no conversion option available for disability benefits.</p> <p>To convert health and dental plans, contact Sun Life at 1.877.893.9893 within 60 days of termination.</p> <p>If you wish, you can contact other insurance providers, such as Blue Cross, Group Medical Services, Manulife, etc. However, some may require medical evidence before agreeing to coverage. In addition, you may connect with the Saskatchewan Medical Association and MD Management to explore additional options.</p>
4.	In the Letter of Understanding how were the amounts of \$25K and \$35K to buyout benefits arrived at? (Correction: May 30, 2016)
	<p>These amounts were determined in consideration of the cost of the benefits for the period of time being covered (e.g. pension contributions for 2 years at the maximum amount of contributions allowed by pension regulations and the cost of providing benefit coverage for 2 years).</p>
5.	Will I have access to APEF balances after resignation or will they need to be completely spent?
	<p>Accountable Professional Expense Funds are not available for purchases after resignation. Outstanding expenses, incurred prior to the resignation date, must be submitted within the 2 months following the resignation date.</p>
6.	What becomes of the items purchased with APEF money? (Revised May 30, 2016)
	<p>According to university guidelines, APEF purchases are the property of the university and are to remain with the university. For more information on APEF guidelines, please visit: http://www.usask.ca/fsd/resources/guidelines/apef.php</p> <p>In the spirit of providing for a smooth transition while still maintaining our financial responsibilities, some flexibility may be granted. <u>If you wish to make arrangements to purchase any of these items, please contact your unified department head.</u></p>
7.	Why are benefits not included in the ACFP contracts?
	<p>The ACFP is not an employment contract, it is an independent contract and as such does not include benefits. The compensation review methodology took into account benefits packages in provinces where these exist for academic physicians in order to make it comparable for the purposes of producing a competitive rate.</p> <p>It should be noted that there are certain tax incentives available to independent contractors. We encourage you to discuss the contract with an accountant to determine the tax benefits.</p>

	Pension <i>Please direct individual pension related inquiries to pensions.inquiries@usask.ca.</i>
8.	If I take the Voluntary Severance Package (VSP) and continue to engage with the CoM through a contract or ACFP could I continue to contribute to the university Pension Plan (realizing that the U of S contributions would cease)?
	Your participation in the pension plan will cease on your resignation date and you would no longer be eligible to contribute to the Pension Plan. Payment options in lieu of pension are outlined within item #10 of the LOU.
9.	If I retire early rather than resign, will I be eligible for the VSP?
	No. Notice of resignation is required in order to accept the VSP. If you choose the VPS, you will have resigned and not retired and therefore will not be entitled to receive the post-retirement spending account described in Article 24.3.2 of the 2014-2017 USFA Collective Agreement.
10.	Can you explain how my pension plan will be dealt with should I accept the VSP?
	<p>There are two types of plans, Defined Benefit (DB) and Money Purchase (MPP). Pension contributions for both plans will cease on the employee's resignation date. Following the final contribution to the pension plan, the Pensions & Treasury Office will send pension option forms to each plan member, outlining options according to the terms of each plan.</p> <p>Money Purchase Plan</p> <p>Pension funds accumulated for employees in the MPP belong to the employee. The university does not keep any funds. Upon resignation employees have various options, depending on their age. Prior to June 30th following age 55, funds may be transferred to a LIRA (Locked in Retirement Account) with a bank or financial institution, transferred to a registered pension plan of a new employer (if that plan is willing to accept the funds) or kept in the MPP to be transferred at a later date. Current CRA rules stipulate that funds must leave the pension plan by December 31st of the year in which the member turns age 71.</p> <p>After June 30th following age 55, members have the additional option to transfer their funds to a Prescribed RIF – effectively unlocking funds – to allow for a stream of income to the employee. The university currently has a Prescribed RIF which follows the same investment structure as the MPP.</p> <p>Defined Benefit Plan</p> <p>For employees in the Academic Defined Benefit Plan (DB), upon resignation, the monthly pension a member has accrued to date will not change or decrease, nor does the university keep any of the funds.</p> <p>Under the terms of the DB plan, pension options vary according to the eligibility criteria for transfer or retirement options. (Retirement criteria are June 30th following age 55; 30 years pensionable service; age plus pensionable service = 80).</p> <p>Prior to reaching retirement criteria outlined, a DB member can transfer their pension accumulation to a LIRA, registered pension plan – as outlined above - or choose to receive a deferred monthly pension from the DB plan.</p> <p>If an employee has reached the retirement criteria, the employee may commence an immediate pension, or defer to receive their pension to a later date. Monthly pension options include single life and joint and survivor options.</p> <p>All documentation and details for the above transfers are provided in the pension option package sent to employees. At any time, employees can contact the Pensions Office at 306.966.6633 to set up an appointment to review their pension options or gain further understanding of their pension plan.</p>
11.	If I accept the VSP can I leave my pension contributions made to date with the university to be transferred at a later date (e.g. December 31st of the year I turn 71)?

	<p>Once you are no longer an employee of the university and no longer contributing to the pension plan, there are several options available to you.</p> <p>Money Purchase Plan: One of those options is to leave your funds in the plan to be transferred at a later date. Current CRA rules stipulate that you must move your funds by December 31st of the year in which you turn age 71. We monitor this on a yearly basis and send final option forms in September of the year members turn 71.</p> <p>Should you choose to leave your funds in the plan you will still have the ability to change your asset allocation as you currently have.</p> <p>Defined Benefit Plan: Funds can be left in the plan to start a pension at a later date, but no later than December 31st of the year the member turns 71.</p>
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	<p>Voluntary Severance Package (VSP) <i>Please direct individual severance payment inquiries to payroll_inquiries@usask.ca.</i></p>
12.	Who is eligible for the Voluntary Severance Package?
	As per the LOU, the VSP is available to all MD faculty with academic (probationary, tenured, continuing status and without term) and clinical service appointments in the CoM.
13.	Is the VSP only available until June 30, 2016 or will it apply beyond that date?
	As per Point 6 of the LOU: "By mutual written agreement between the Dean and the employee, the date of resignation can be deferred for up to two years...." Requests for deferral are assessed on the basis of demonstrated academic needs. Point 12 of the LOU provides individuals holding senior administrative position to resign when their appointment ends. If they are eligible for administration leave then the resignation date should include the date their administrative leave ends.
14.	If I have been on a reduced appointment for a period of time will my severance be reduced?
	Reduced appointments were taken into consideration when we reviewed for length of service and the severance amount was prorated accordingly.
15.	Will the severance amount be paid out as personal income or can it be paid to my corporation?
	The severance payment will be paid out to the employee who has resigned as personal income and will be reported on their T4.
16.	Does the severance have to be taken all at once or can it be taken over a period of time?
	As per the LOU, the severance payment shall be paid by annual installments over a period of up to 5 years after the date of resignation.
17.	When receiving payments over five years, will interest be paid on the deferred amounts?
	No interest will be paid on the deferred amounts.
18.	If I choose to stay at the university and the current funding or terms of my employment change will a similar severance package be available?
	For anyone that chooses to stay at the university, and in the event that the current funding or terms of the employment change, this will be addressed at that time by the terms provided by the collective agreement.
19.	If I choose the VSP how can I shelter the tax and is this option available regardless of when I take the first installment?
	For those who are eligible the tax sheltering option is only available the last day of the month following the date of resignation. For example, if an individual resigns on December 31, 2015, and choose the tax sheltering option, the amount they choose to tax shelter will be forwarded to their financial institution for deposit on January 31, 2016, even if they choose not to take their first installment until January 2017.

	<p>The Tax Sheltering information sheet should help to answer many questions. Individuals choosing the VSP have been forwarded forms and information regarding their severance payment, tax sheltering, and benefit options.</p> <p>Additional information regarding tax sheltering should be directed to payroll_inquiries@usask.ca</p>
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Technology/Equipment	
20.	<p>Will I be allowed to purchase or retain the following items purchased through the university?</p> <ul style="list-style-type: none"> • Computer/laptop • Dictation equipment/software • Office furniture (Desks, cabinets, etc.) • Books • Phone • Software licenses • Specialty specific (e.g. ultrasound machine) <p><u>(Revised May 30, 2016)</u></p>
	<p>All physical items purchased using university funds are to remain the property of the university. This includes APEF funds, faculty start-up funding, departmental and research funding. Normal practice dictates that all such property be returned to the university on/before an individual's last day of employment.</p> <p>For those MD faculty who remain engaged with the CoM through an ACFP or Contract for Service efforts are being taken to reduce or eliminate bureaucratic processes to create as seamless a transition as possible.</p> <p>For those MDs that would like to retain their cell phone number, they can connect with their <u>Financial Administrative Manager (FAM) with the request. The FAM will then contact the university phone request group who will provide a Transfer of Responsibility form that they can print and take to any SaskTel wireless kiosk to have it completed. The transfer form will have to be signed in person in the presence of a SaskTel representative.</u></p> <p><u>For Rogers phones, the process is essentially the same except that the MD will get an "interaction ID" that they then contact Rogers with to complete the transfer process. The phone numbers will be retained by the MD.</u></p> <p>Please discuss your specific request with your UDH/DH.</p>
21.	<p>Will my NSID remain active with the U of S?</p>
	<p>Your NSID will remain active with the services you require to support your contract.</p>
22.	<p>If I resign will I still have access to:</p> <ul style="list-style-type: none"> • library and online journals • Med Access EMR • Corporate phone plan • CVMS • E-mail and file access <p><u>(Revised May 30, 2016)</u></p>
	<p>At minimum, if you are U of S Alumni, you can retain your university email address when you resign.</p> <p><u>Access to your accounts will close on your last day of employment. If your account contains any documents or files needed by yourself or your department, please make arrangements to transfer these to another account as soon as possible.</u></p>

	<p>If you are engaging with the CoM through an ACFP or Contract for Service, all current access to e-mail, file folders, financial accounts (including grants), systems and library services will be maintained with no disruption. If during the transition you experience any difficulty with these items, please e-mail acfp.office@usask.ca</p> <p>Refer to question 20 regarding the corporate phone plan.</p>
23.	<p>Will I retain my parking permit with the SHR? (Revised May 30, 2016)</p>
	<p>Parking services are not provided after the last day of employment with the Saskatoon Health Region (SHR) or the university.</p> <p>You can park at any public pay parking on campus. Further information can be found at the university parking services website: https://usask.ca/parking/public/pay-lots.php.</p> <p>Information on parking with SHR can be found by calling 306-655-1400.</p>

	Process - resigning
24.	<p>If I resign and accept the voluntary severance package (VSP) do I lose my approved sabbatical leave</p>
	<p>As per the LOU, employees approved for a sabbatical leave during the 2016/17 academic year and who elect to take the VSP shall be deemed to have cancelled their leave.</p>
25.	<p>If I resign and accept the VSP and complete my sabbatical leave before June 30, 2016 am I still required (Article 20.7.1) to “return to service at the University for a period equivalent to the duration of the sabbatical leave”?</p>
	<p>The requirements of Article 20.7.1 are waived for eligible employees who complete their sabbatical leave on or before June 30, 2016.</p>
26.	<p>If I resign will I be able to retain my current staff support if they are university or SHR employees?</p>
	<p>If you enter into an ACFP agreement, arrangements may be made on a temporary basis, with the provider organization, to purchase staff services of the college or SHR.</p>
27.	<p>What is the impact to current CPP's if most faculty choose the VSP?</p>
	<p>It is not possible to address this question until we know the final number of people that have accepted the VSP and the impact to the CPP. The university is currently in open consultation with all the members of the CPPs to review their sustainability and the way in which clinical fees are being administered through the plans. This consultation process will take into consideration the impact of the VSP before any final decisions are made with respect to how clinical fees are administered within the college.</p>
28.	<p>How many faculty have showed an interest by taking the VSP? How many of those have negotiated or showed interest in negotiating an ACFP? A contract?</p>
	<p>130 MDs are eligible for the VSP package. 117 have showed interest in accepting the package. We do not yet know how many will reengage through an ACFP or contract but the early indication is that most intend to.</p>
29.	<p>Are individuals in Business Mode better to stay as they are?</p>
	<p>This is a personal decision that each individual faculty member needs to make based on their individual circumstances.</p>
30.	<p>If I voluntarily resigned in the recent past would I be eligible for the severance package?</p>
	<p>The VSP was negotiated on behalf of current USFA members and as such not open to those who resigned previously. This is not unlike someone who retired before early retirement packages were offered.</p>

31.	If I currently have a housing advance how will the outstanding loan be handled when I am no longer an employee of the university?
	<p>If you accepted a VSP the outstanding loan will be deducted from the severance amount paid on your final paycheck.</p> <p>If you were not eligible for severance and reengage with the CoM through an ACFP then arrangements can be made to continue the loan with the university. This will be handled on a case by case basis. If this applies to you please contact us at acfp.office@usask.ca</p>

	Transition Process - reengaging
32.	Who from the U of S should I contact to initiate discussions regarding alternate payment options (ACFP, contracts) and what are their roles?
	The UDH/DH has primary responsibility and accountability for ACFP development and management. There is a team working behind the scenes to assist with the negotiations, development, and transition to an ACFP or contract. Key Contacts.
33.	How do I find out what an ACFP would look like for my speciality?
	Please see ACFP Information Package as well as information available on http://www.skacfp.ca . If you have accepted a VSP please contact acfp.office@usask.ca to express your interest and a member of the ACFP Project Team will be in contact with you.
34.	How are community based physicians who are interested in an ACFP being handled?
	A communication was sent in June and September 2014 to all MDs in Regina and Saskatoon providing them the information package and website. Interested MDs were encouraged to contact Tammy Goebel who has been working with this group to develop Individual Service Agreements (ISAs) since September 2014. The current focus of the ACFP work is on the buyout members and urgent recruitments.
35.	Can arrangements be made with the SHR to lease their existing office space?
	Yes. The department and the MD determine space requirements and, if space is deemed required and available, a lease agreement is drawn up.
36.	Will I be able to continue to bill through the university Physician's Billing Office (PBO)?
	This is under review. MDs who currently bill through the PBO can continue to do so for now.
37.	How will the university support individual physicians who are named in legal action such as a human rights complaint that is centered on academic decisions?
	Any physician engaged with the CoM by a contract of service (including ACFP), will have a general liability protection and will be supported by the university through any potential claims centered on academic decisions.
38.	If a person decides to accept the severance package, does this mean that person has to find a job on their own?
	If you have accepted a VSP please contact acfp.office@usask.ca to express your interest in reengaging through an ACFP or contract and a member of the ACFP Project Team will be in contact with you to discuss options.

	ACFP/ISA <i>ACFP website www.skacfp.ca</i>
39.	Will accepting the VSP automatically begin the process of drafting an ACFP?
	No. If you have accepted a VSP please contact acfp.office@usask.ca to express your interest and a member of the ACFP project team will be in contact with you.
40.	What amount of prep time will be provided for in the ISA for each hour of didactic teaching? (Revised March 10, 2016)
	<u>Prep and assessment time is provided within the ACFP deliverables based on a ratio of 1:2 (e.g. one half-hour of prep and assessment time will be added to the academic deliverables for each one hour of identified teaching).</u>

41.	I understand the process for identifying academic requirements is somewhat new and subject to change over the next year or so. What happens if I don't meet my academic deliverables in the first year of the contract? Second year? Onward?
	We appreciate that this is a new process for both faculty and the CoM. If there are challenges meeting the academic deliverables within the first year of the contract due to an inaccurate identification of academic requirements through no fault of the clinician, the CoM will not unreasonably withhold any performance incentives. Deliverables will be adjusted accordingly in the second year of the contract
42.	Are there a limited number of ACFPs?
	There is no current limitation on the number of ACFPs, it is contingent on the academic and research needs of the CoM. ACFPs are developed when the CoM identifies a need for academic time in a given specialty.
43.	Many funding agencies require the Principle Investigator to have a university appointment, how will the university handle this in the future? (Updated March 10, 2016)
	<u>If you accept reengagement through an ACFP or a Service Contract with the CoM your remuneration will be separate and distinct from your academic appointment. The ACFP/contract is set for a defined period, while your academic appointment represents a continuous relationship with the university. It is this relationship that will provide the ability to apply for and hold research funds (subject to the relevant terms and conditions under the specific grant).</u>
44.	Can the ACFP be signed with a physician's professional corporation?
	Yes. Terms of the ACFP are outlined by an ISA. Physicians must be independent contractors, therefore the ACFP can be signed with a physician's professional corporation More information on ACFPs can be found at www.skacfp.ca and e-mail inquiries can be directed to acfp.office@usask.ca
45.	What can I do during my 8 weeks off
	The 8 weeks are discretionary. For example, they can be used for personal time, CME, holidays and statutory holidays. As a contracted physician you would be able to engage in other non-insurable contract work as long as this work did not interfere or conflict with the deliverables of the ACFP. However, the 8 weeks are to provide a work/life balance and the individual would be encouraged to take time off to spend time on other activities. (also see Q47)
46.	Why is the contract whole-time?
	The ACFP is designed to ensure a sustainable workload. Physicians within the ACFP will remain accountable to the CoM and RHAs. While expectations are defined within the ISA, they should not be viewed as rigid rules that do not allow flexibility within departments. The contract is inclusive of all services provided and isn't meant to restrict how physicians typically work. While the rates and volumes are meant to be standardized in order to ensure transparency, equity and consistency, individual service components and practice specific realities are considered.
47.	What work can I perform outside of my ISA?
	All in-province insured clinical services must take place within the 44 weeks of a full-time contract. Some uninsured services (e.g. WCB) may take place outside of the 44 weeks, and payments may be retained by the physician. Certain payments, such as for reviews, performing as an examiner, honorariums, etc., can also occur outside of the contracted 44 weeks. If performing a significant level of uninsured service, you may also have the option of working a reduced FTE, and performing uninsured services outside your part-time contract, however this is at the discretion and must be approved by the UDH/DH in consideration of the overall academic and clinical needs of the department.
48.	What are we buying with the overhead we will be charged under the ACFP?

	Onsite office overhead is standardized across disciplines for space, part-time clerical support, and basic office expenses. Current rates within the ACFP framework are approximately \$45K.
49.	The ISA measures quantitative values, such as clinical volumes and time spent teaching. How will quality of academic and clinical service be measured?
	Qualitative measures will be developed and provided in advance of year three. Qualitative measures are specialty specific and informed by direct consultation and collaboration with the UDH/DH and the Physician groups. Measures are set and determined in conjunction with the CoM/RHA and approved by the UDH/DH. For clarity, in year three of the contract, five percent (5%) of the Level 1 and Level 2 payment incentive payment is paid for exceeding the ISA quantitative measures by 10% or more. A second 5%, of the Level 1 and Level 2 incentive payment is paid for exceeding, the ISA qualitative measures by 10% or more.
50.	<u>Am I expected to fully participate in on-call?</u> <u>Revised May 4, 2016</u>
	The Physician is required to fully participate in providing on-call service in accordance with the call rotation(s) required of members of the department as determined by the UDH/DH. The scheduling of the call coverage responsibilities for the physician will be arranged equitably and collaboratively among the physician and the other members of the department <u>and as determined by the UDH/DH.</u> <u>If the physician is less than a 1.0 FTE, call requirements are prorated. The distribution of FTE split does not prorate call requirements, e.g. large academic FTEs such as .5 FTE Academic are expected to fully participate in on-call. The ACFP payment rates to physicians are set based on full on-call participation (however the on-call stipend payments (Tier I and II) are provided outside the ACFP).</u>
51.	Who will be responsible for paying me?
	Physicians on ACFPs will be paid by the RHA where they are practicing.
52.	Is it true that post graduate teaching will not be remunerated within the ACFP?
	PG teaching will be remunerated under the ACFP. Certain activities will be designated as academic activities and certain activities as clinical. All service provided within the ACFP is valued equally, regardless of whether the service is considered academic, clinical, research, or administrative. All ISAs include the expectation to perform a certain level of clinical teaching within the clinical service deliverables. Time spent with medical residents is taken into account when building the ISA, as well as in the benchmarked compensation.
53.	Are some departments receiving priority over others to negotiate ACFPs?
	Prioritization is centred on faculty members who have accepted the buyout and expressed interest in the ACFP. No one department has been prioritized over others at this time. Prior to the buy-out package, there was a prioritization of departments based on physician recruitment and academic needs.
54.	If a faculty member is engaged through an ACFP or Contract for Service and is invited by the CoM or the university to formally represent their institution at a conference will the travel expenses be covered?
	If a faculty member is requested to attend a conference either for research or education by the parties noted above then travel expenses will be reimbursed. If a faculty member chooses to attend a conference either for research or education then the faculty member is responsible for the travel expenses.
55.	Why are the service agreements individual rather than group agreements?
	The ACFP framework, approved by the Provincial Oversight Committee, focused on the development of individual service agreements with physicians interested in the ACFP as a way of outlining the unique practice of each individual, while taking into consideration how each individual's work fits within the overall needs of the department. Although these are individual agreements, it is the responsibility of the UDH/DH to distribute service throughout all members of a given department to ensure the appropriate mix of academic, clinical, research and administrative time.

	Recently, a decision was made to begin work on a potential group agreement for the Department of Academic Family Medicine. This is considered a “pilot” at this time, as the department, CoM, and MoH work to determine how to operationalize a group agreement. The reason a group agreement is being considered for FM is due to the unique nature of the two family medicine units and the extensive nature of their academic responsibilities.
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56.	If I accept the VSP and do not reengage with the CoM through and ACFP or contract (e.g. retire) am I eligible to become a U of S Alumnus and/or join other university organizations for former professors?
	If you were a student of the UofS, you are and will continue to be alumni. Acceptance of the VSP does not negate your standing as a former professor.
57.	If I accept the VSP am I still eligible for Emeritus/Emerita status? <u>Revised May 9, 2016</u>
	<u>The title Professor Emeritus/Emerita is an honour bestowed upon retiring colleagues. The usual criteria are full professor with tenure (or continuing status). Click here for further information.</u> <u>Due to the special circumstances of the transition to the One Faculty model, MD full professors who resign to accept the Voluntary Severance Package but who would otherwise meet the criteria, are eligible to be awarded the title Professor Emeritus/Emerita.</u> <u>Eligible MDs should contact Carla Zorn in the Dean’s Office, who will assist with their request.</u> (Link: http://www.usask.ca/vpfaculty/appointments/Emeriti%20Professor_Librarian.php)
58.	Can the CoM contract with an individual to continue their research if they have accepted the VSP? (Updated March 10, 2016)
	<u>Practicing MDs who have accepted the VSP and who wish to continue their research engagement can do so through a contract.</u>
59.	If I resign can I retain full membership in the CGSR and continue to supervise MSc and PhD students?
	If you elect the voluntary severance package and resign your academic appointment you also resign your CGSR membership. If you reengage with the CoM through and ACFP or contract for service see answer to Q43. If you do not reengage through an ACFP or Contract for Service and wish to continue to work with College of Graduate Studies and Research (CGSR) you are eligible to apply for adjunct membership in the CGSR. Adjunct appointments have the same eligibility criteria as full members of CGSR, appointees may supervise MSc and PhD students. The policy and procedures for the appointment of Adjunct Professors is on the CGSR website. (Link: http://www.usask.ca/cgsr/policy-and-procedure/index.php .)
60.	If I sign onto the ACFP, what happens to my academic faculty appointment? Tenure?
	What currently exists in regards to appointments, academic freedom, and intellectual property rights with the university will continue to exist under the ACFP. However, leaving your full-time faculty appointment with the university will result in a loss of tenure.
61.	What is the compensation rate within the ACFP?
	The benchmark rates are revised to reflect October 1, 2015 increases and are subject to future SMA increases. Level 1 benchmarks represents the 40th percentile and Level 2 represents the 60th percentile of the higher of Saskatchewan Fee For Service or the mean compensation rates of the western provinces.
62.	How will promotions be handled in the future? <u>Revised May 4, 2016</u>

	The college is in the process of developing appropriate standards for promotion that will apply to all physicians that continue their academic engagement with the college as part of the One Faculty Model. More information on this will be provided as it is developed over the coming months. <u>Until then, the 2012 Standards for Promotion & Tenure will apply and can be found online.</u> (Link: https://medicine.usask.ca/policies/college-of-medicine-standards.php .)
63.	What is the process and criteria if I wish to obtain a promotion in rank before the deadline?
	The processes outlined by the CBA continue to apply during the time the in-scope position is in effect and will no longer be applicable after the date of resignation.

	Contract
64.	What is the difference between a contract and an ACFP?
	An ACFP is inclusive of all academic, clinical, administration and research services provided by the physician and it outlines clear deliverables in each domain. A Contract for Service may only relate to one type of services, e.g.) clinical care or academic services only. A service contract with the university would just be for your academic contribution.
65.	If I choose to accept the VSP and contract with the CoM can I negotiate an ACFP in future?
	Yes. Nothing precludes a physician from expressing interest in an ACFP at a later date, however negotiation of an ACFP for any physician is contingent on the college's need for academic services and the health region need for clinical services.

	Other
66.	When will we know about Clinician Educators and Clinician Scientist positions? – it is important to keep some MDs as part of the university system.
	The university and the USFA will continue their negotiations with respect to new appointments.
67.	If I elect to remain an employee does the university continue to contribute its contribution towards my MPP after I turn 65?
	Under the terms of the Academic Money Purchase Pension Plan, as an active university employee, you may continue to work and contribute to the pension plan up until November 30th of the year in which you turn age 71, as long as you remain in an eligible position (i.e. half-time or greater). The university continues to match employee contributions up until this date, or the date that you leave the university.
68.	If I become an independent contractor will I retain academic freedom?
	Yes. Academic freedom is granted for any related academic duties as part of your appointment with the university, whether individuals are part of a contract or an ACFP (academic freedom is provided under <i>The University of Saskatchewan Act</i>)