

# Full-Time Faculty At Medical College Permitted Outside Income Up To 50%

## Dean Calls Plan Means Of Making Pay Competitive

Doctors and other full-time faculty members at the new Medical College of Ohio will be allowed to augment their regular salaries by up to 50 per cent through private practice or other noncollege activities under a policy established Monday by trustees.

The board was told that faculty members are hired on a full-time basis and thus cannot establish their own offices for private practice, but that virtually all medical schools allow faculty members some sort of outside compensation.

Dr. Robert Page, dean, termed the policy adopted by the Toledo school "a means of making salaries competitive."

Under the new policy, a faculty member paid \$30,000 by the state as a professor at the medical college could make up to \$15,000 annually through outside activities.

### Consultation Fee

Dr. Frank Rawling, chairman of the trustees' personnel committee, said that this compensation could come from fees paid when a faculty member is called in by another doctor for consultation on a case, or if he did some outside work for a hospital or other institution or agency in addition to the private practice.

To insure that the policy is not violated, all billing will be done by the college, and patients of faculty members will pay the college directly. It will, in turn, pay the faculty member.

Dr. Rawling said the method is a preferred alternative to allowing unlimited outside activities by faculty members in that it will insure that teachers will devote the great majority of their time to their college duties. In the past, he explained, colleges allow a much greater

amount of private practice. The doctor was unlimited in the amount of money he could make, Dr. Rawling added, but the more private patients he saw, the less time he had to devote to the medical school.

### Unlimited Activity

Some medical schools, such as at Ohio State University have a policy of paying faculty members a comparatively small salary but allowing unlimited outside activities. Most of these schools are trying to get rid of that system.

Dr. Rawling told of one example where a doctor was paid \$8,000 annually by Ohio State but had an overall income of more than \$100,000. To do this, he had to spend a large amount of his time in outside activities.

Annual salaries for faculty members at the Toledo college range from \$27,500 to \$35,000 for department chairmen, \$25,000 to \$32,500 for professors, \$20,000 to \$25,000 for associate professors, \$17,500 to \$22,500 for assistant professors, and \$9,000 to \$20,000 for instructors.

### Tentative Budget 3 Times Larger Than Any Other

Trustees approved a tentative budget of \$4,479,686 for the 1969-70 school year — three times larger than any budget since the school was formally established by the state nearly five years ago.

W. W. Knight, Jr., trustee chairman of the finance committee, explained that the budget could not be approved formally since the General Assembly still has not passed the education appropriations bill for the fiscal year which began July 1.

The state is expected to provide more than \$2.6 million of the income in the \$4.48 million budget, and the trustees acted in anticipation that the 1969-1970 allocation recommended for the college by the board of regents will not be changed by the legislature.

### Grant Anticipation

In addition to the state funds, which include a guarantee of \$200,000 in state-appropriated research grants, the college also anticipates grants of \$1,530,761 during the next year.

The budget also calls for \$155,666 income from Maumee Valley Hospital, which will serve as the college's teaching hospital until its own hospital is built in the 1970s; \$22,822 from the Institute of Medical Research at Toledo Hospital; \$20,000 from Toledo

State Hospital for services provided patients there; \$17,396 from the Northwestern Ohio Institute for Continuing Medical Education; \$2,080 for services provided Mercy Hospital, and \$1,200 from the University of Toledo.

Tuition and fees from the first 32-member class are expected to add another \$25,000, and patients treated by college personnel in connection with teaching activities are expected to pay \$60,000 during the year.

### Reflects Growth

Mr. Knight said that the \$4.48 million budget, which contrasts to the 1968-69 record allocation of \$1,533,000, reflects the tremendous growth rate accomplished as the school races toward the beginning of classes next month.

Because of the legislative inaction on the educational appropriations, trustees were forced for the second month to approve a temporary budget to allow college operations to continue.

The interim budget is equal to one-twelfth of the general operations budget recommended to the legislature for the college. The allocation cannot exceed \$200,000.

### Two Groups Establish Chapters At College

Trustees were told that chapters of the American Association of University Professors (AAUP) and Sigma Xi, honor-

ary medical fraternity, had been established at the college following approval by national board of those groups.

### Nine Doctors Named For Part-Time Duties

Nine Toledo doctors were named to part-time teaching positions with the college, bringing to more than 60 the number of local doctors who will devote time without compensation to the medical school during its first year of classes.

Those named Monday were: Dr. Hilbert Mark, city health commissioner since 1958, as a clinical associate in social medicine.

Dr. Charles J. Hardin, zoo veterinarian, as a lecturer in anatomy.

Dr. Jacob S. Araj, director of radiology at Maumee Valley Hospital since 1958, as associate clinical professor in radiology.

Dr. David T. Curtis, in private surgical practice here since 1948 and on the staffs of all Toledo hospitals, as clinical associate in anatomy and surgery.

Dr. Gregory J. Zann, in practice here in obstetrics, gynecology, and infertility, as clinical associate in anatomy.

Drs. Frank E. Foss, Harry D. McAvoy, Hugh M. Foster, Jr., and Francisco I. Regueyra, all practicing Toledo surgeons, as clinical associates in surgery.

### Husband-Wife Team On Medical School Staff

A husband-wife team was named to the full-time faculty. Dr. Mark Rayport, assistant chief of surgery at Mount Zion Hospital, San Francisco, was named professor of neurosurgery. His wife, Dr. Shirley M. Ferguson, assistant clinical professor of psychiatry and neurological surgery at the Albert Einstein college of medicine, was named an associate professor in psychiatry.

Dr. Robert Thompson Tidrick, head of the department of surgery at the University of Iowa college of medicine since 1951, was appointed a professor of surgery.

Dr. Shui-chin Chen, associate director of the clinical laboratory at Children's Hospital, Washington, D.C., was named assistant professor of pathology. He will set up the college's clinical chemistry laboratory, a task similar to ones performed in his previous post.