

**VCU Faculty Contract wording:**

The terms and conditions of your appointment are set forth in the enclosed Virginia Commonwealth University Terms and Conditions of Employment. As a condition of your faculty appointment at VCU, you are subject to all applicable policies and procedures of the University, including the VCU policy on Outside Professional Activity and Employment, Research, and Continuing Education. It is your responsibility to be aware of these policies and procedures as well as all others that may apply to you.

As a faculty member at VCU, you are required to engage in professional behavior in the workplace at all times. You must maintain integrity in the conduct of your research. You must also participate in mandatory reporting, training, and quality enhancement initiatives. You must model and promote professional conduct and communication among our trainees. Accordingly, please visit the following websites to review these policies: School of Medicine Professionalism Standards and the VCU Code of Conduct.

Based on your employment with VCU in the School of Medicine, you recognize that MCV Physicians, VCUHS and VCU have a legitimate need to know and share confidential employment and other information. In consideration of your employment and/or faculty appointment (if applicable), you hereby: (i) authorize and consent to MCV Physicians, VCUHS and VCU sharing any of your confidential employment and other information in their knowledge, possession or control with one another; and (ii) agree that sharing this information does not constitute the publication of such information to a third party under Virginia law. Such information may include, but is not limited to: compensation records, benefits, medical and leave information, employment history, qualifications and ability, hospital and medical staff privileges, arrest records, performance, duties, attendance, character, academic record, behavior, attitude, any disciplinary issues perceived by them, or any other information that may impact your employment or employability in any way.

This appointment requires you to devote your entire activities as a private practitioner of medicine, whenever and wherever performed, to the VCU Health System, subject to all current rules and policies, including rules and regulations of MCV Physicians and VCU. Private practice activities must be conducted within the facilities of the VCU Health System unless permission to practice elsewhere is specifically approved by the Department Chair, the Dean, School of Medicine, and Vice President for Health Sciences/CEO VCU Health System.

*Current as of 11-29-22*