

## OCME Policy Faculty Honoraria

The decision to consider an honorarium for an individual CME activity lies within the discretion of the course director and/or planning committee. The amount of all honoraria is at the discretion of the course director based upon recommendation of the planning committee. The speaker's background and experience, the range of honoraria for the profession and discipline, and other relevant facts shall be considered in determining the amount.

In most cases, honoraria are not provided to Johns Hopkins University faculty as teaching is considered an essential component of the faculty appointment. Exceptional mechanisms do exist such that a Johns Hopkins University faculty member may receive an honorarium for his/her participation in CME activities. If an honorarium is deemed appropriate then it can be provided to a Johns Hopkins University faculty member in only one of three ways;

1. As a transfer of funds to a discretionary/gift account
2. Through payroll
3. Through a Medical Education Company (MEC) acting in the capacity of OCME's "agent" (defined and in compliance with ACCME regulations).

At no time may an honorarium be paid directly by a commercial interest to a speaker or course director or planning committee member. All money from commercial interest must be received and managed by the Office of CME. If the honorarium is to be transferred to a gift account, then the JHU faculty is responsible for providing an account number to the OCME staff. If direct payment through payroll is desired, fees for fringe benefits and taxes will be deducted through standard payroll mechanisms.

Under rare circumstances, alternative mechanisms may be acceptable and are at the discretion of the Director of OCME on a case by case basis. A letter requesting consideration with supporting documentation must be provided.