

**NASSAU UNIVERSITY MEDICAL CENTER (Appendix VIII)
OFFICE OF CONTINUING MEDICAL EDUCATION (OCME)**

POLICY ON HONORARIA and REIMBURSEMENT FOR CME ACTIVITY

I. Definition of Honorarium

Payment or fee or other compensation received as an award, or honor or gratuity for services e.g. delivering a speech, writing or authoring an article or publication and /or for travel expenses incurred –including lodging.

II. Honorarium may be paid:

To all invited presenters or authors of a CME program accredited by Nassau University Medical OCME upon completion of the CME activity by the OCME or designated institution. These CME activities must be in compliance with all ACCME policies for accreditation, including the ACCME Standards for Integrity and Independence. Payment to faculty is to be made only by the accredited provider or joint sponsor, regardless of source of funding. It is neither acceptable nor ethical for monies to be accepted directly from any ineligible company. Reimbursement of honorariums are not provided to planners, teachers or authors, director of the activity, inhouse speakers who are employed by our institution (NUMC), joint sponsors, or any others involved with the supported activity. If expenses are incurred for the production of the CME event (e.g. CPR dummies rental) that would be reimbursed through the institution /academic grants/OCME but not directly from any ineligible company.

III. Amount of the Honorarium

Should be within reasonable amounts to be determined by the CME committee and consistent with relevant institutional policy. Justification for Honoraria above the established limit be identified as reasonable by the CME planners and submitted to the OCME for approval.

Should be based on the following criteria:

- a) Importance of the presenter to the educational goals and objectives of the program
- b) Reputation and CV of proposed faculty member(s)
- c) Funds available from grants and/or institution – The amount of honoraria should not be influenced by representatives of industry or other financial contributors to activities
- d) Possible effect on honoraria for other faculty
- e) Time away required from home institution to join faculty of program
- f) Reimbursement to faculty may be made for reasonable out of pocket expenses for travel, lodging and meals on receipt of itemized receipts, consistent with institutional policy, e.g. coach air travel.