

## Continuing Medical Education

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COLLEGE  
OF MEDICINE

## Honoraria Policy

### Honoraria

Honoraria amounts will be negotiated by the activity directors taking financial responsibility for the CME activity and shall be based on fair market value with the realization that the amounts will vary with the specialty, subspecialty, speaker qualifications, length and number of presentation(s), nature of the conference, preparation time and travel time.

Honoraria usually range from \$500 to \$750 for local speakers up to \$3000 for individual speakers from out of town who participate in CME activities.

Course directors and/or the pertinent planning committee will set the actual amount. Criteria that will be taken into account when setting an honorarium will include the individual's background, the usual level of honoraria for the discipline, the amount of effort entailed and available funding.

The following criteria will be used for establishing fees:

- a) tasks required and time to complete
- b) number of talks to give
- c) number of hours speaking
- d) local speaker vs speaker out of the local area where travel is required
- e) number of talks to give
- f) Subspecialty of physician
- g) Market rates

It is appropriate to give individuals conducting, planning and speaking at CME activities a reasonable honorarium. The principle for setting guidelines for honorarium amounts is to compensate those individuals who contribute to the content of an activity. Honoraria amounts vary widely due to medical specialty, location of the activity, level of participation in planning the activity, number of lectures, etc. Therefore the honoraria amounts are to be determined by the course director and the OCME.

### Miscellaneous

No individual involved in the CME activity may receive payment directly from a commercial interest for honoraria, travel or out-of-pocket expenses.