Under the CUMG and UWP Income Distribution Plans, Clinical Credits are earned only when the Participating Individual personally performs services. Clinical Credits are used to calculate whether a Participating Individual has met his or her Clinical Commitment.

When a Participating Individual is ill, the Participating Individual is encouraged to limit exposure to patients as appropriate. When the Participating Individual is unable to provide clinical services during a time of personal illness or maternity leave, the Participating Individual does not earn Clinical Credits as defined by the Income Distribution Plan for CUMG or UWP. However, in those instances when the Participating Individual’s personal illness or maternity leave results in his or her absence for more than five (5) consecutive days and the Participating Individual qualifies for Family and Medical Leave as a result of that illness or maternity leave, the Chair will reduce the Participating Individual’s Clinical Commitment as follows:

- For Participating Individuals in UWP, the Clinical Commitment is reduced by ten (10) hours of Clinical Credit for each day that the Participating Individual is unable to provide services;

- For Participating Individuals in CUMG, the Clinical Commitment is reduced by (1) Clinical Credit for each day that the Participating Individual is unable to provide services.

To determine whether a Participating Individual qualifies for Family and Medical Leave, Participating Individuals may submit the appropriate forms to the University Academic Human Resources Department.