

**Standards of Competence and Performance For
Salaried Clinical Faculty
Department of Anesthesia
October 2018**

Standards of competence and performance for salaried clinical faculty, as specified by the University of Iowa Operations Manual Section III.10.9.d, and the College of Medicine Policies and Procedures Concerning Faculty Appointments, Evaluation and Promotion Revision 10, Approved by Provost 5/19/95, Updated as approved 8/15/95, Approved by Provost 6/10/02; Updated 10/31/2018

The policies related to performance of clinical duties and policy adherence apply to both clinical track faculty and tenure track faculty with clinical responsibilities (see College of Medicine Policies and Procedures Concerning Faculty Appointments, Evaluation and Promotion, e.g. I.A.1.d).

In order to maintain continued eligibility for employment in the College of Medicine, the salaried clinical faculty member must:

1. Maintain a license to practice in the state of Iowa
 - a. Meet CME requirements and certifications
 - b. If certified by the American Board of Anesthesiologists (ABA) or other equivalent organization or Board, maintain/renew such certification and/or participate in the Maintenance of Certification process as required by that organization or Board.
2. Maintain current eligibility and the appropriate credentials in the University of Iowa and external organizations necessary to fully participate in the University of Iowa Physicians (UIP) endorsed clinical activities.
 - a. Signed compliance statements
 - b. Comply with University mandated requirements
 - c. Complete all necessary training and testing in a timely manner
3. If a member of the UIP, abide by the policies and by-laws of the UIP Plan.
 - a. Comply with details of non-compete agreements unless prospectively modified
4. Demonstrate competence as a clinician or provider of other services.
 - a. Competence as a clinician will be established by the hospital staff process of reviewing clinical credentials, granting hospital privileges, and participating in Initial Professional Practice Evaluation (IPPE), Ongoing Professional

Practice Evaluation (OPPE) and Focused Professional Practice Evaluation (FPPE) (Clinical Staff – Credentials-Privileges: CS-CP-01.19).

- b. Individuals other than physicians involved in the care of patients should meet the criteria established by hospital bylaws and any relevant state licensure requirements.
 - c. Actively participate in the Department's clinical peer review process.
 - d. Attend a minimum of 70% of scheduled Department weekly conferences (Morbidity and Mortality Case Conferences and Grand Rounds) per academic year (prorated per FTE) on days the clinician is scheduled to work (including scheduled nonclinical days) (see Department policy: Department of Anesthesia Faculty Clinical Performance Standards). Clinical faculty who do not provide anesthesia care are expected to attend 70% of weekly conferences that pertain to their area of practice.
 - e. Responsibly and promptly report adverse events through the Department of Anesthesia Intranet-based reporting system and the UIHC Patient Safety Net (PSN), and participate in the discussion of such events at Departmental Morbidity and Mortality Case Conferences according to The Joint Commission, UIHC, and Departmental guidelines.
 - f. Maintain current certification in ACLS and/or PALS
5. Complete medical records and other clinical documentation in a timely manner, as specified by the UIHC (and published annually in the UIHC Formulary and Handbook) and UIHC Policy and Procedure Manual: Information Management – Medical Records IM-MR-0.6.24) and the Department of Anesthesia Policy: Medical Records Documentation Time Frame.
- a. Faculty are responsible for the preparation of a timely, complete, accurate and legible medical record for each patient. This record shall be prepared in accordance with requirements issued by the Health Information Management Subcommittee and conform to the standards of The Joint Commission (TJC) and governmental regulating bodies.
 - b. If documentation is initially missed, faculty are expected to complete it promptly when requested to do so by the Anesthesia Billing Office, or other appropriate UIHC or UIP body.
 - c. Clinical records for the SNICU, CVICU, UI Pain Management Clinic, Hyperbaric Medicine facility, Anesthesia Preoperative Evaluation Clinic, and any other sites where clinical care is provided by faculty in the Department should be completed in a timely fashion according to UIHC guidelines.
6. Perform all assigned clinical responsibilities.
- a. These responsibilities will be determined jointly by the Department and individual faculty member, as guided by established Departmental policies,

and reviewed and modified yearly (Policy: Department of Anesthesia Faculty Clinical Performance Standards).

- b. Comply with published clinical schedules and be present to provide care as assigned
 - c. Complete in a timely manner all documentation required to management the Department's incentive compensation plan
 - d. Comply with the Clinical Staff-CRNA and Anesthesiologists Responsibilities policy (CS-CP-01.20) while practicing as part of the Anesthesia Care Team
7. Perform all assigned teaching responsibilities.
- a. These responsibilities will be determined jointly by the Department and individual faculty member and reviewed and modified yearly.
 - b. Faculty must participate in the Department teaching evaluation process, which involves assessment of teaching proficiency by both peers and trainees.
8. Additional Policy Compliance:
- Comply with section III.15 of the University of Iowa Operations Manual (Professional Ethics and Academic Responsibility) as well as all other University policies relevant to faculty activities and behavior (e.g. II.4.1 University Policy on Sexual Harassment; II.18 Conflict of Interest Policy). Comply with all policies of UI Healthcare including, but not limited to, policies related to Protected Health Information (RI-PHI-04.03) and Disruptive Behavior (CS-SOP-01.09). Founded violation of these policies could result in disciplinary action up to and including termination.
9. Comply with any Departmental policies, procedures and/or standards approved by the Department Executive Committee or by the majority vote of the faculty.
- a. Faculty must attend five or more faculty meetings yearly unless excused due to prolonged absence from the Department (e.g. sabbatical, prolonged sick-leave).