Standards of Competence and Performance

For

Salaried Clinical Track Faculty in the Department of Emergency Medicine

Standards of competence and performance for salaried clinical track 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 12/5/05; approved by the Provost.

It is the clinical mission of the Department of Emergency Medicine to deliver **high quality** care and **excellent service** to persons with acute illness and injury. In order to achieve this mission and maintain continued employment eligibility in the Department of Emergency Medicine, the salaried clinical track member must:

1. Maintain a license to practice medicine in the state of Iowa.
   - Achieve Board Certification in Emergency Medicine or Pediatric Emergency Medicine within three years of completing residency and thereafter must maintain board certification in Emergency Medicine or Pediatric Emergency Medicine.

   Or

   - Maintain current board certification in Internal Medicine, Family Medicine or Pediatrics if currently employed by the Department as of 7/1/2013.
2. Maintain current eligibility and the appropriate credentials in University of Iowa and external organizations necessary to fully participate in University of Iowa Physicians (UIP) Group endorsed clinical activities.
   - Signed Compliance Agreements
   - Comply with University Mandated requirements
   - Complete all necessary training and testing in a timely manner
3. If a member of UIP, must abide by the policies and by-laws of the plan.
4. Demonstrate competence as an emergency physician as established by the hospital staff process of reviewing clinical credentials and granting hospital privileges. (see College of Medicine Polices and Procedures Concerning Faculty Appointments, Evaluation and Promotion, e.g. I.A.1.d). The physician must also:

- **Provide High Quality Emergency Care** as determined by departmental quality measures and compliance with departmental metrics for Ongoing Professional Practice Evaluation (within a reasonable range compared to departmental peers)
- **Achieve levels of Patient Satisfaction**, (within a reasonable range compared to departmental peers.)
- **Document Patient Encounters Thoroughly and in a timely fashion,** in compliance with the Departmental Faculty Practice Compensation Plan and the UIP Practice Plan

5. Perform assigned clinical responsibilities as described in the Department's Compensation Plan and as prospectively detailed in the annual clinical duties letter.
6. Perform assigned teaching responsibilities as prospectively developed on an annual basis between the faculty member and department, and maintain a record of satisfactory teaching quality, as documented by the evaluation of peers and teachers.
   - **Achieve resident and student teaching evaluation scores** within a reasonable range compared to departmental peers.
7. 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.
8. Comply with any additional written standards of the College of Medicine and Department, including but not limited to the details of non – compete agreements unless prospectively waived.