

**Standards of Competence and Performance
For
Salaried Clinical Track Faculty
Family 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 09/28/2018.

While these are designed for faculty in the clinical track, policies related to performance of clinical duties and policy adherence also apply to members of the tenure track who have clinical responsibilities.

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

1. Maintain a license to practice in the state of Iowa, if applicable.
 - Maintain appropriate board certification for the relevant areas of clinical practice.
 - Meet CME requirements and certifications.
 - If requested, submit case lists and outcomes for relevant practice areas on an annual basis.
 - If requested, submit evidence of meeting volume requirement for safety and competency for diagnostic and treatment procedures, where agreed upon published guidelines exist.
2. Maintain current Board Certification 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 statements.
 - Comply with University mandated requirements.
 - 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 University of Iowa Physicians.
4. 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 may result in disciplinary action up to and including termination.
5. Demonstrate competence as a clinician or provider of other services. Competence as a physician will be established by the hospital staff process of reviewing clinical credentials and granting hospital privileges. Individuals other than physicians involved in the care of patients should meet the criteria established by hospital bylaws and any relevant state licensure requirements. This requirement is the same as for other salaried faculty who provide clinical service, including faculty with tenure track appointments (see College of

Medicine Policies and Procedures Concerning Faculty Appointments, Evaluation and Promotion, e.g. I.A.1.d).

- Meet satisfactory performance according to peer review processes established in the Department.
 - Meet agreed upon productivity targets based on national benchmarks for wRVU production and if applicable LOS benchmarks.
 - Demonstrate satisfactory outcomes if relevant published data exist.
 - Satisfy any other specific competencies as agreed upon in writing.
 - Outcomes, LOS data, RVU generation evaluated regularly.
 - Review reports of contact.
6. Complete medical records and other clinical documentation in continuation with Departmental and UIP Standards.
 7. Perform assigned clinical responsibilities as prospectively agreed upon on an annual basis by the faculty member and department.
 - Adhere to agreed upon clinical assignments.
 - Participate in incentive programs for clinical based productivity as determined by the Department's compensation plan.
 8. Perform assigned teaching responsibilities as prospectively agreed upon on an annual basis by the faculty member and department, and maintain a record of satisfactory teaching quality, as documented by the evaluation of peers and students.
 - Each faculty member will have written expectations for performance and review of teaching.
 9. 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).
 10. Comply with any additional written standards of the Department in which the faculty member is appointed, as long as these have been approved by the Dean, and as long as these were in effect at the time of appointment, or at the time of subsequent contract renewal of the affected faculty member.
 - Comply with details of non-compete agreements unless prospectively modified.