

**Department of Orthopedics and Rehabilitation**  
**Standards of Competence and Performance for Salaried Clinical Track Faculty**

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 9/28/2018

Note: while these policies are designed for clinical track faculty, policies related to performance of clinical duties and policy adherence also apply to tenure track faculty with clinical responsibilities.

In order to maintain continued eligibility for employment in the Carver College of Medicine (CCOM) Department of Orthopedics and rehabilitation, the salaried clinical track faculty member must:

**General:**

1. Maintain a full and unrestricted license to practice in the State of Iowa.
2. Be eligible for or have completed board certification in either orthopedic surgery or physical medicine and rehabilitation, or have qualifications deemed equivalent by the faculty and chair of the department.
3. Maintain current eligibility and appropriate credentials in the University of Iowa and external organizations necessary to fully participate in the faculty practice plan and clinical activities including signed compliance agreements, as well as UIHC and CCOM mandated training and testing.
4. Abide by the policies and by-laws of the University of Iowa Physicians (UIP).
5. 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.
6. 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.
7. 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 members.
  - a. Comply with details of noncompete agreements unless prospectively modified
8. Comply with all departmental standards that have been approved by the Dean and in effect at the time of contract renewal.
9. Comply with details of Conflict of Interest and Non-compete agreements
10. Participate in 75% or more departmental faculty meetings
11. Mentor other faculty and trainees

12. Participate in resident recruitment, selection and evaluation, including participation in at least one combined Friday and Saturday set of resident interviews.
13. Abide by the rules of the currently approved department faculty practice plan.

**Clinical:**

14. Demonstrate clinical competence (meeting the standard of board certified orthopedic surgeons or physiatrist) as assessed by peer review with the Department of Orthopedics and Rehabilitation. Peer review includes the scheduled reviews for credentialing, hospital directed OPPE, reviews conducted for possible promotion and reviews of all cases included in the monthly department morbidity and mortality evaluations.
15. Complete medical records and other clinical documentation in a timely manner as specific by UIP and UIHC. These guidelines include completion of documentation within 24 hours of inpatient and outpatient consultation and procedures. 10 +10
16. Abide by UIP clinic cancellation guidelines
17. Work within department guidelines on quality assurance, patient safety and risk management procedures. Participate in the departmental projects to improve patient safety and quality of care.
18. Follow department guidelines for booking OR cases and utilizing ORs allocated to orthopedics.
19. Follow operating room guidelines for OR cases including timeliness, professional behavior and team member supervision.

**Teaching:**

20. Maintain records of teaching quality as documented by residents, students and peer evaluations. The standard is a rating of good or excellent on these evaluation forms. Meet with residents to discuss their evaluations as required by the department.
21. Teach residents, medical students, fellows, graduate students and allied health personnel.
22. Complete 100% of the resident and medical student evaluation forms.