

Department of Physician Assistant Studies and Services

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 12/5/05; approved by the Provost.

In order to maintain continued eligibility for employment in the Carver College of Medicine, the salaried clinical track faculty members in the Department of Physician Assistant Studies must:

1. Maintain licensure to practice medicine as a Physician Assistant in the state of Iowa.
2. Maintain current certification with the National Commission on Certification of Physician Assistant (NCCPA).
3. If clinically active in providing patient care at the University of Iowa Hospitals and Clinics the faculty member must 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
4. If a member of UIP, must abide by the policies and by-laws of the plan.
5. If clinically active in providing patient care at the University of Iowa Hospitals and Clinics the faculty member must demonstrate competence as a clinician or provider of other services. Competence as a physician assistant will be established by the hospital staff process of reviewing clinical credentials and granting hospital privileges. 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). The physician assistant must also:

- **Provide High Quality 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) as set by the department that they provide clinical services in.
 - **Achieve levels of Patient Satisfaction**, (within a reasonable range compared to departmental peers.)
 - **Document Patient Encounters appropriately and in a timely fashion**, in compliance with the Departmental expectations as set by the department that they provide clinical services in.
6. Perform assigned clinical responsibilities as described in annual performance review letter unless otherwise approved in writing by the DEO.
 7. 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 student teaching evaluation scores** within a reasonable range compared to departmental peers.
 8. 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.
 9. 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.
 10. 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.