

Department of Physical Therapy and Rehabilitation Science Standards of Competence and Performance for Salaried Clinical Track Faculty October 2018

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 10/03/2018.

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 Department of Physical Therapy and Rehabilitation Science, the salaried clinical track faculty member must meet the following standards of performance:

Teaching/Mentoring

- Perform assigned teaching responsibilities as developed on an annual basis with the DEO.
- Review evaluations of teaching annually with DEO and develop agreed upon standards on an annual basis.
- Maintain records of teaching quality as documented by student and peer evaluations.
 - Average rating of ≥ 4 on student ACE forms
 - $>90\%$ completion of ACE scores for each course
- Favorable evaluations as part of systematic evaluation of teaching
 - $>80\%$ “good” or “excellent” on Graduate Questionnaire
- Co-mentoring DPT students with a tenure-track faculty member

Scholarship

- Participation at the state and national level as per interest area
 - APTA; APTA Section Member; IPTA involvement; Abstract Reviewer; Society Memberships
- Publications

Academic Service & Administrative Requirements

- Committee membership and active participation within the Department and College
 - C&I; FSSA; Faculty; DPT Admissions; Review & Promotion; Awards
- Maintain a full and unrestricted license to practice clinically in the State of Iowa.
- Complete 360 professionalism program each year.
- Submission prior to the start of the semester of course syllabi meeting department standards.
- Meet requirements for students with disability/accommodations as reported by the Student Disability Services.
- Annual completion of Personnel Activity Reports (PARS) if salary support from extramural funding.
- Creation and maintenance of the academic and professional record (APR) to record background, teaching responsibilities, publications/scholarly works, and service.
- Creation and maintenance of a SCOPUS-linked ORCID account.

General

- 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.
- 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.
- 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.