

**Standards of Competence and Performance for  
Clinical Track Faculty in the Department of Pediatrics**  
October 2018

These are the standards of competence and performance for clinical track faculty members, 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. Note: While these standards are designed for clinical track faculty members, standards related to performance of clinical duties and policy adherence also apply to tenure track faculty members with clinical responsibilities. *Approved by Provost 5/19/95, Updated as approved 8/15/95, Approved by Provost 6/10/02. Updated 10/22/2018*

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

1. Maintain appropriate licensure to practice in the State of Iowa and any other states as required to fulfill clinical responsibilities as determined by the Department.
2. Maintain appropriate board certification for the relevant areas of clinical practice consistent with delineation of clinical privileges.
3. Maintain current eligibility and the appropriate credentials in University of Iowa Hospitals and Clinics (UIHC) and external organizations necessary to fully participate in University of Iowa Physicians (UIP) endorsed clinical activities. This includes but is not limited to the following:
  - Complete and sign all required compliance acknowledgements and attestations.
  - Comply with University, UIP and UIHC mandated requirements, including all training and testing requirements.
  - Adhere to all professional practice evaluation standards and policies including but not limited to [Clinical Staff – Credentials-Privileges \(CS-CP-01.19\)](#).
  - Demonstrate competence as a provider and maintain clinical privileges in designated areas of practice as outlined in the delineation of clinical privileges, and satisfy any other specific competencies.
  - Comply with details of non compete agreements unless prospectively modified
4. If a member of the UIP, abide by the policies and by-laws of UIP.
5. Comply with all University and UIHC policies, including but not limited to policies related to those referenced below. Found violation of these policies could result in disciplinary action up to and including termination.
  - [University of Iowa Operations Manual \(Professional Ethics and Academic Responsibility\)](#)
  - [UIHC Protected Health Information \(RI-PHI-04.03\)](#)
  - [UIHC Disruptive Behavior \(CS-SOP-01.09\)](#)
  - All other University policies relevant to faculty members' activities and behavior (e.g. [II.4.1 University Policy on Sexual Harassment](#); [II.18 Conflict of Interest Policy](#))
6. Meet productivity targets as defined by the Department, based on national benchmarks for RVU generation in pediatric subspecialties.

7. Complete all clinical documentation in accord with institutional standards, as specified by the UIHC policies including but not limited to [Medical Record Documentation \(IM-MR-06.24\)](#).
8. Participate collaboratively to ensure appropriate and accurate coding for all services performed, consistent with UIHC compliance and audit recommendations.
9. Perform assigned clinical, teaching and administrative responsibilities as determined by the Department.
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 members.