

**Department Of Radiation Oncology
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 most recent approval by Provost March 2016. Updated 9/5/2018. Policies also apply to clinical faculty in the tenure track.

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 medicine in the state of Iowa, if applicable.
 - Maintain appropriate board certification in Radiation Oncology or Therapeutic Medical Physics
 - Meet CME requirements of the American Board of Radiology and Iowa State Board as well as certifications (DEA, BLS etc.)

2. Maintain current eligibility and the appropriate credentials in University of Iowa and external organizations necessary to fully participate in Faculty Practice Plan endorsed clinical activities as applicable.
 - Signed compliance statements (including HIPAA, radiation safety, MR safety etc.)
 - Comply with University mandated requirements (including TB screening, influenza vaccination requirement, fire safety etc.)
 - Complete all necessary training and testing in a timely manner such as radiation safety, HDR inservice, IORT inservice and human subjects training

3. If a member of the Faculty Practice Plan, abide by the policies and organizational agreement of the Plan. 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.

4. Demonstrate competence as a clinician or provider of other services (physics). 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). Evaluation mechanisms will include:
 - Weekly chart round review and statement of peer evaluation based on these reviews will be documented annually

- RVU generation evaluated annually to assess volume of practice and clinical activity compared to peers on a percentage of time basis
 - Timely completion of all quality assurance tasks as assigned by physics staff leaders
5. Complete medical records and other clinical documentation in a timely manner, as specified by the UIHC, UIP and Departmental policies..
- Expectations In Radiation Oncology include having medical documentation completed within:
 - 24 hr for inpatient or outpatient consultation
 - 24 hrs for procedures
 - 72 hours for discharge summary
 - One week clearance of any clinical records on the radiation oncology information system
6. Perform assigned clinical responsibilities as prospectively developed on an annual basis between the faculty member and department.
- Within the Department the faculty compensation plan will apply and for assignments outside the faculty practice plan, physician services agreements or physician specific agreements will apply.
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 students.
- These evaluations will be obtained on a semi-annual basis from residents rotating with faculty as well as from resident evaluations from morning teaching conferences and peer review as generated annually by the faculty.
 - Participation in medical student teaching should also generate evaluations that will be included in assessment where applicable.
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 (e.g. II.4.1 University Policy on Sexual Harassment; II.18 Conflict of Interest Policy etc).
9. 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