

Standards of Competence and Performance For Salaried Clinical Track Faculty

Department Of Radiology

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.

*Policies related to clinical duties and policy adherence apply to clinical track faculty as well as tenure track faculty with clinical responsibilities.

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 in the state of Iowa, if applicable. Attain/Maintain appropriate board certification for the areas of clinical practice to the faculty member's position. Meet CME requirements and certifications to maintain licensure, facility accreditations and maintenance of certification, where applicable.
2. 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, including where applicable:
 - Signed compliance statements or attestations
 - Comply with University mandated requirements
 - Complete all necessary training and testing in a timely manner
3. Abide by the policies and by-laws of the UIP (if a member).
4. Demonstrate competence as a clinician or provider of other services. 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) and included:
 - Participate in peer review process as a reviewer.
 - Comply with Departmental and Institutional policies and programs for peer review of clinical cases through the Quality Assurance Report, including submission of the required number of cases for review, the number of conflicting cases reviewed and the number of HCFA noncompliant cases.
 - Maintain clinical productivity commensurate with subspecialty and percent of time scheduled for patient care activities.

5. Complete medical records and other clinical documentation in a timely manner, as specified by the UIHC (and published annually in the UIHC *Formulary and Handbook*) and Department of Radiology policies.
 - Monitor Report Turn-Around Time (completion of patient care reports in accordance with departmental and institutional policies.)
 - Ninety eight percent of the faculty members procedures/tests must be dictated and signed within 4 days of the procedure/test.
6. Perform assigned clinical responsibilities as prospectively developed on an annual basis between the faculty member and department, or any other administrative unit (e.g. Clinical Cancer Center, Joint Outreach Office, etc.) providing salary support in which the faculty member has clinical duties.
 - Comply with agreed upon clinical assignments based on periodic faculty review processes and annual performance reviews, including expectations for clinical productivity.
7. Perform assigned teaching responsibilities as prospectively defined on an annual basis between the faculty member and department. These responsibilities include, but are not limited to:
 - Teaching in the department's educational programs including those for the medical students, residents and fellows.
 - Sharing in the department's educational mandate for teaching in the CCOM pre-clinical medical student curriculum.
 - Participating in development of divisional contributions to the medical student, resident and fellow core curricula.
 - Maintaining a record of satisfactory teaching quality as documented by the evaluation of peers.
 - Annually review feedback provided by the departmental education office regarding own teaching and based on this feedback developing plan to improve (maintain) quality of individual teaching. This plan is to be included in the personal statement provided to the department as part of the annual review process.
 - Document educational contact hours through the process established by the office of the Vice-Chairman for Education.
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).
9. Comply with all HIPAA 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 violations of these policies could result in disciplinary action up to and including termination.

10. Comply with any additional written standards of the Department, including but not limited to OPPE Data, 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.
 - Maintains standards required for specialized areas such as Interventional Radiology, Neurointerventional Radiology, Nuclear Medicine, Breast Imaging.