

**Standards of Competence and Performance
For
Salaried Clinical Track Faculty
Department of Surgery**

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; updated 10/1/18, approved by the Provost.

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 College of Medicine, the salaried clinical track faculty member must:

1. Maintain a license to practice in the state of Iowa, if applicable.
 - Maintain appropriate board certification for the relevant areas of clinical practice when applicable.
 - Meet CME requirements and certifications
 - Submit case lists and outcomes for relevant practice areas
 - Submit evidence of volume requirements for safety and competency

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) endorsed clinical activities.
 - Signed compliance statements
 - Comply with University mandated requirements
 - Complete all necessary training and testing in a timely manner

3. If a member of the UIP, abide by the policies and by-laws of the Plan.

4. Demonstrate competence, respect, and integrity as a clinician or provider of other services in all assigned duties and interactions. 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).
 - Provide the mechanism for and outcomes of regular peer review of clinical cases
 - Outcomes, LOS data, RVU generation evaluated regularly
 - Set up evaluation criteria by specialty – needs to be departmental based
 - Consider developing ACGME based competencies for faculty
 - Review reports of contact

5. Complete medical records and other clinical documentation in a timely, complete and accurate manner, as specified by the UIP, UIHC, and applicable Department policy.
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.
 - Developed agreed upon clinical assignments. Should be reflective of contract at the time of hire or subsequent contracts
 - Should also reflect time for administrative work that may have revenue streams
 - Develop incentives for clinical based productivity
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.
 - Each faculty member should have written expectations for performance and review of teaching
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 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
 - Cooperate with clinical trials and participate in clinical investigations
 - Advance clinical care through scholarly activity designed to improve clinical care or medical education
 - Cooperate with Departmental initiatives that are designed to improve patient care (e.g., Caremaps and clinical protocols), efficiencies, and safe and effective outcomes.
10. Comply with all policies of UI Health Care 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.