

The University of Iowa Hospitals and Clinics  
Department of Radiology  
Application for Reclassification

The Department of Radiology provides an opportunity for staff to be recognized and rewarded for advancing their clinical competency through reclassification. Advancement is linked to the development of clinical competence and credentials and not necessarily to administrative/organizational proficiency or years of service. The Senior Imaging Technologist classification is reserved for those staff who have demonstrated clinical expertise, teaching abilities, departmental leadership and personal traits which are conducive to a positive work environment. These are the individuals who have advanced beyond an entry level both in terms of clinical competency and efficiency and have completed advanced certification (when applicable).

**Instructions for completion of this application**

1. The following pages describe skills and abilities required for reclassification to a Senior Imaging Technologist.
2. Cite examples of how you've met the criteria described in this application. Please be concise but descriptive.
3. Descriptions should be numbered as shown in this document, typed and proofed for errors. Please include a copy of this application with your responses attached.
4. Application should be reviewed by supervisor before submitting to review committee.
5. A review committee will meet on an annual basis to review requests for reclassification.
6. Requests must be submitted by April 1 to be considered for reclassification for the following fiscal year.

## **Senior Imaging Technologist promotion criteria**

### **I. The technologist will have possessed and applied advanced clinical knowledge in general practice or specialty area and be recognized by peers as a resource for their knowledge.**

Cite examples that demonstrate how you've met the following criteria:

- A. Demonstrates advanced clinical competence by working independently and consistently providing high quality imaging and treatment in a manner that assures patient safety and assists in diagnosis and treatment of the patient.
- B. Preparation and/or delivery of presentations to students, peers, health care workers, or others in the form of in-service or other educational programs.
- C. Designing and implementing new imaging protocols and procedures or improving existing ones.
- D. Acting as a resource person for others in chosen area of expertise.
- E. Receiving positive feedback from performance appraisal about experience and skill.
- F. Completed advanced certification in specialty area they are employed (when applicable).

### **II. The staff will have exhibited divisional and/or departmental leadership.**

This may be demonstrated through the following activities:

- A. Displaying innovative problem solving abilities at divisional and/or departmental levels.
- B. Displaying administrative skills and/or the ability to assist divisional managers and/or coordinating work distribution.
- C. Providing quality training and orientation of new staff.
- D. Showing the ability to set and accomplish goals within the division and/or department.
- E. Demonstrating definable plans for future development as an individual.
- F. If applicable to area, applying, supporting and/or participating in clinical research at the division or departmental level.
- G. If applicable to area, collaborating in special project(s) in the area of process improvement, education and/or research.

### **III. The staff will have participated in providing quality clinical education.**

This may be demonstrated through the following activities:

- A. Encouraging development of students during their clinical rotations.
- B. Actively participating in student evaluations and consistently providing students with feedback that allows them to improve their performance.
- C. Consistent evaluation (3 consecutive years) by students that demonstrate the staff has actively and positively participated in student education.