

Creighton University School of Medicine-Omaha Policies

POLICY:	Core Faculty
GOVERNING BODY:	Graduate Medical Education Committee – Creighton University School of Medicine-Omaha
REVISION DATES:	06/11/2024; 08/23/2023; 01/12/2022
ACGME ACCREDITATION STANDARD REFERENCE:	Institutional Requirement: II.B.2. Program Administration III.B.8. Retention of a diverse and inclusive workforce

PURPOSE

The purpose of this policy is to set forth the criteria for paid academic roles in the Graduate Medical Education (GME) programs and identify the selection and renewal process for those teaching roles. Creighton University School of Medicine – Omaha (CUSOM-OMA), as the Sponsoring Institution, in partnership with the programs, must engage in practices that focus on mission-driven, ongoing, systematic recruitment and retention of quality faculty to provide teaching for House Staff Physicians (HSP).

SCOPE

This policy applies to all Creighton University School of Medicine-Omaha (CUSOM-OMA) HSP and their respective training programs, both that are Accreditation Council for Graduate Medical Education (ACGME) accredited or Non-ACGME Accredited are required to comply with this operating procedure.

DEFINITIONS

Academic Chair: The position appointed by the Dean of the School of Medicine to oversee and support academic work in the specialty-specific service line.

Core Faculty: Individuals who have a significant role in the education and supervision of HSPs, devote a significant portion of their entire effort to HSP education and/or administration, and as a component of their activities, teach, evaluate, and provide formative feedback to HSPs. They must also complete the annual ACGME faculty survey.

House Staff Physician (HSP): Any resident or fellow in a CUSOM-OMA GME program.

Program Director: The physician designated with authority over and accountability for the operation of a residency or fellowship program.

POLICY

Selection:

Core faculty members are critical to the success of HSP education. They support the program leadership in developing, implementing, and assessing curriculum and in assessing HSPs' progress toward achievement of competence in the specialty. Core faculty members are selected for their broad knowledge of and involvement in the program, permitting them to effectively evaluate the program, including completion of the annual ACGME Faculty Survey.

As stated in the ACGME core requirements (II.A.4.a).(4)) all core faculty must be chosen by the PD. The PD will determine the selection process and conclude it with input from the academic chair..

If there are no qualified internal candidates, then the PD must work with the Chair on an external advertisement and selection.

Expectations:

Core faculty must meet the qualifications of holding a Creighton faculty appointment, being certified in the specialty by the American Board of Medical Specialties (ABMS) and be clinically active. In the instances where the ACGME allows non-physician core faculty, they must hold a faculty appointment in the School of Medicine and have experience working in a GME environment. Core faculty must support the initiatives of CUSOM-OMA and the School of Medicine, including its commitment to supporting a diverse and inclusive graduate medical education program.

Core faculty will have a term of 2 years. There is no limit on the terms a faculty can serve, but if their term limit has expired, the program must reappoint the position.

All core faculty will participate in an annual evaluation. This evaluation will be based on the duties outlined in core faculty expectations. Unsatisfactory performance may lead to a core faculty member's term being shortened based on performance. Examples of unsatisfactory faculty performance include, but are not limited to, failure to complete HSP and program evaluations; not providing feedback to HSP; not being scholarly productive; poor evaluation scores and/or feedback from HSP. This list is not inclusive.

The Academic Chair is responsible to ensure core faculty can maintain their academic time protected from clinical duties.

REFERENCES

ACGME

AMENDMENTS OR TERMINATION OF THIS POLICY

This policy supersedes all program-level policies regarding this area/topic. In the event of any discrepancies between program policies and this GME policy, this GME institutional policy shall govern.

Creighton University reserves the right to modify, amend, or terminate this policy at any time.