

Policies and Procedures

<i>Section:</i> School of Medicine		<i>NO.</i>		
<i>Chapter:</i> Graduate Medical Education – Omaha Campus	<i>Issued: DATE</i> 01/12/2022	<i>REV. A</i> 08/23/2023	<i>REV. B</i>	<i>REV. C</i>
<i>Policy:</i> Core Faculty Policy		<i>Page 1 of 2</i>		

PURPOSE:

To provide a holistic and inclusive approach to academic positions giving opportunity for paid academic roles to more diverse faculty. The Sponsoring Institution, in partnership with the programs, must engage in practices that focus on mission-driven, ongoing, systematic recruitment and retention of a diverse and inclusive workforce of residents, fellows, faculty members, senior administrative staff members, and other relevant members of its academic community.

SCOPE:

This policy applies to all Omaha GME programs that fall under the purview of Creighton University as a Sponsoring Institution. It applies to all Omaha GME core faculty positions.

DEFINITIONS:

- **Program Director:** The physician designated with authority over and accountability for the operation of a residency or fellowship program.
- **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:** An ACGME mandated faculty position whose role is to devote a significant portion of their entire effort to resident education and/or administration, and must, as a component of their activities, teach, evaluate, be scholarly active, and provide formative feedback to residents. These are vital roles that support the Program Director (PD) in administering the program.

POLICY:

Selection:

Core faculty members are critical to the success of resident education. They support the program leadership in developing, implementing, and assessing curriculum and in assessing residents' 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.

Core faculty appointments are limited to two years. There is no limit on the number of terms a core may serve. Every two years the program must post all core positions internally. All open core faculty positions are required to be posted within the respective department for a minimum of two weeks.

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

Core faculty must meet the qualifications of holding a Creighton faculty appointment, being certified in the specialty by the ABMS and be clinically active. In the instances where the ACGME allows non-physician core faculty, they must hold a faculty appointment and optimally have experience working in a GME environment.

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Selection process:

Core faculty should not be filled by someone with an existing leadership role with paid protected time, such as chair or chief of service, except on an interim basis while awaiting a qualified candidate.

All core faculty nominations must be chosen by the Program Director. As stated in the ACGME core requirements II.A.4.a)(4) The program director must have the authority to approve or remove physicians and non-physicians as faculty members at all participating sites, including the designation of core faculty members, and must develop and oversee a process to evaluate candidates prior to approval.

The program director shall seek input from the Chair of the department regarding the PD's nominations for core faculty. The chair should inform the PD if there are concerns that would prohibit the faculty member from serving as core. The chair may also recommend faculty that have not been considered for the role for the PD.

A core faculty's term may be shortened based on performance. Examples include failure to complete resident and program evaluations; not providing feedback to residents; not being scholarly productive; poor evaluation scores and/or feedback from residents. This list is not inclusive. All core faculty will have an annual evaluation completed by the chair with input from the program director.

The 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 policy shall govern.

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