

Policies and Procedures

<i>Section:</i> School of Medicine		<i>NO.</i>		
<i>Chapter:</i> Graduate Medical Education	<i>Issued:</i> 1/12/2022	<i>REV. A</i>	<i>REV. B</i>	<i>REV. C</i>
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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 GME programs that fall under the purview of Creighton University as a Sponsoring Institution. It applies to all 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.

All open core faculty positions are required to be posted within the respective department for a minimum of two weeks. As stated in the ACGME core requirements (II.B.4.a) all core faculty must be chosen by the PD. The PD can determine if she/he wants the Program Coordinator or other faculty to assist in the selection process.

The PD and her/his selection committee will review the applications and rank them according to the Core Faculty Grid. The PD will then review the selected core with the Academic Chair to review for any other issues that would prevent the faculty member selected from serving.

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

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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 have experience working in a GME environment.

Restrictions on 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 approved by the local GEC and the GMEC.

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

A core faculties 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 PD. This evaluation will be based on the attached job description.

The Academic Chair is responsible to ensure core faculty are able to 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.

Reviewed and Approved By:

Phx GEC: n/a

Omaha GEC: December 10, 2021

Exec GMEC: January 12, 2022

