



Policy	
TITLE: Core Faculty	
ISSUING DEPARTMENT: Graduate Medical Education Committee Creighton University School of Medicine- Phoenix	ORIGINALLY ISSUED: 02/06/23
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PURPOSE

To provide the criteria for academic roles in Graduate Medical Education (GME) programs and identify the selection and renewal process for those teaching roles. Creighton University School of Medicine-Phoenix (CUSOM-PHX), as 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.

DEFINITIONS

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

Core Faculty: A subset of physician faculty who play a significant, longitudinal role in the education, supervision, and evaluation of residents/fellows.

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

Program Director (PD): The physician or clinical leader 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 HSP 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 Accreditation Council for Graduate Medical Education (ACGME) annual Faculty Survey for ACGME programs. Core faculty designation may or may not include paid protected time. As stated in the ACGME core requirements (2.6.d.) 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 and DIO.

Limitations on the selection process

The PD may select a faculty member with an existing leadership role with paid protected time, such as chair or chief of service, to serve as a core faculty member. These individuals should be selected for their broad knowledge of and involvement in the program, permitting them to effectively evaluate the program, for their specific expertise, unique contributions to the program, or on an interim basis while awaiting a qualified candidate.

Core faculty will have a term of two years. There is no limit on the terms a faculty can serve, but if their term limit has expired, the PD may reappoint the faculty member to the position.

The PD should engage all core faculty in an annual evaluation of their program related duties. This evaluation will be based on the duties outlined in their job description. 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 HSPs; not being scholarly productive; poor evaluation scores and/or feedback from the HSP. This list is not inclusive.

The Academic Chair is responsible for ensuring core faculty can maintain protected academic time from clinical duties.

SCOPE

This policy applies to all Creighton University School of Medicine-Phoenix (CUSOM-PHX) core faculty and their respective programs that are ACGME-accredited or meet the criteria outlined in the Non-ACGME Programs Policy.

ADMINISTRATION AND INTERPRETATIONS

The Graduate Medical Education Committee – Creighton University School of Medicine-Phoenix is responsible for the administration of this policy and may interpret its provisions as needed.

AMENDMENTS OR TERMINATION OF 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. The University reserves the right to modify, amend or terminate this policy at any time.

ACGME ACCREDITATION STANDARD REFERENCE

2.2.b. Program Administration

3.2.g.6. Retention of a diverse and inclusive workforce