



HEALTH PROFESSIONAL SPECIALIST APPOINTMENT POLICY

Approved May 2019

Revised December 2023

Dell Medical School values the advanced practice providers (APPs) and allied health professionals (AHPs) (*viz.*, nurse practitioners, dental hygienists, diagnostic medical sonographers, dietitians, medical technologists, occupational therapists, physical therapists, radiographers, respiratory therapists, social workers and speech language pathologists) that enable us to achieve our goals.

Those APPs and AHPs who have substantive clinical teaching, supervisory, and evaluative roles for our learners; or who are actively involved in curriculum development; or who are key personnel in research programs are eligible for appointment. Chairs or IPU Directors may nominate such APPs or AHPs for faculty appointments, holding the title of *Health Professional Specialist*. Requests for appointment require a CV, letter of nomination from the Chair or IPU Director, and three letters of assessment forwarded to Dell Med HR. Health Professional Specialists are not promoted to higher ranks, but in appropriate circumstances may be moved to a regular faculty appointment. All service rendered by these appointees must be performed at the request of, and for the benefit of the university. Appointments are subject to control by the university, provided however that the university shall not have or exercise any control or direction over the practice of medicine by any Health Professional Specialist or the medical judgment of any Health Professional Specialist as it relates to the diagnosis or treatment of any disease, disorder, physical infirmity or injury. Health Professional Specialists are expected to possess professional education, training, experience and competence commensurate with their position.

Health Professional Specialists have the right to vote with the rest of the faculty on faculty matters and will be subject to regular review by their academic supervisor (see below). They may report their title as John Doe, PAC, Health Professional Specialist, Department of XXX, Dell Medical School and must follow the logo usage guidelines set forth by the medical school.

Health Professional Specialists must align with the Dell Medical School mission by demonstrating commitment to the following:

- Improving health in our community as a model for the nation;
- Evolving new models of person-centered, multidisciplinary care that reward value;
- Accelerating innovation and research to improve health;
- Educating leaders who transform health care; and
- Redesigning the academic health environment to better serve society.

Performance Evaluation, Remediation and Renewal

The contribution and performance of Health Professional Specialists must be evaluated for renewal of their appointment every 3 years. Formal letters of reappointment must be rendered after the review. Consistent with UT Bylaws, Health Professional Specialists who are to be reappointed shall be offered a written contract at least 30 days prior to the beginning of the academic year. A faculty appointment that is not renewed after being granted is deemed terminated without the need for notice or other action by the University, per the letter of appointment. No non-tenured member of the faculty should expect a continued appointment beyond the period of their current appointment as approved by the Board of Regents.

Adherence to University Policy

All employees are subject to the relevant provisions of the Rules and Regulations of the Board of Regents, the Handbook of Operating Procedures of The University of Texas at Austin, and the UT Austin Compliance and Ethics Guide.

Use of Registered Trademarks and Prohibition of Advertisement of University Affiliation

The university prohibits the unauthorized use of its registered trademarks, including trademarks associated with Dell Medical School, The University of Texas at Austin, The University of Texas, University of Texas, or UT Austin.

In addition, in general, Health Professional Specialists are prohibited from using their affiliation with the university or Dell Medical School to market or otherwise advertise their private practice, including in any written or oral advertisement, brochure, flyer, business card, email signature, letterhead or any other materials. Health Professional Specialists may cite their faculty title in their curriculum vitae and in scholarly articles published in professional journals.