

UW HEALTH JOB DESCRIPTION

Audiologist - Expert

Job Code: 540095	FLSA Status: Exempt	Mgt. Approval: B Olson-Greb	Date: November 2023
Department : Audiology and Speech-Language Pathology	HR Approval: J. McCoy	Date: November 2023	

JOB SUMMARY

The Audiologist - Expert is responsible for effective patient care including, but not limited to, diagnostic, treatment, and follow-up audiological services for inpatients and outpatients of all ages. The Expert Audiologist will implement diagnostic and rehabilitative protocols for audiological assessment with a goal of meeting patient and families' hearing needs in a medical and rehabilitative setting. The Audiologist - Expert's responsibilities may include hearing aid evaluations, hearing aid dispensing, follow-up performance evaluations based on best practice model, individual/family counseling, VEMP, VNG, Intraoperative monitoring, ABR, Rotary, VHIT, OAE, Cochlear Implant services, ENOG, ECOG, and BAHA services, dependent on section need. The Audiologist - Expert assumes responsibility for ongoing professional development to provide optimal, evidence-based patient care.

The audiologist practices in collaboration with other members of the health care team and demonstrates respectful interactions with patients/clients, colleagues, and others. Practice incorporates and emphasizes education to patients, clients, families, students, and others.

The audiologist takes an active role in organizational initiatives to improve patient care, practice, and institutional performance. The audiologist is instrumental in program development and implementation within the team.

Participation in academic endeavors which may include research, continuing education, presentations, and supervision of learners is expected.

The audiologist encounters problems of a high level of complexity requiring creativity and resourcefulness with limited supervision on a daily basis.

The audiologist works with a wide variety of internal and external constituents, including (but are not limited to) team members, staff and physicians, patients, caregivers/families, vendors, and insurance representatives.

The audiologist has regular access to and knowledge of the confidential medical history of patients/clients in their care. Documentation is required and is in accordance with professional and regulatory guidelines.

The audiologist actively mentors peers in area(s) of expertise and takes on an increasing level of responsibility in academic and program development endeavors as compared to the Audiologist - Advanced. The Audiologist - Expert collaborates with leadership to further strategic initiatives and enhance the national clinical and academic reputation of the UW Health Audiology programs.

MAJOR RESPONSIBILITIES

General Responsibilities

- Demonstrates respectful interactions with patients/clients, families/caregivers, colleagues, and others. Leads by example when interacting with others, demonstrating respect, trust, and support.
- Implement diagnostic audiological, vestibular, electrophysical, rehabilitative protocols and procedures based on best practice model for both children and adults.
- Counsel patients and their families regarding test results and implications for communication, providing appropriate diagnostic, vestibular, electrophysical, and rehabilitative information.
- Obtain pertinent case history and patient information to allow for independent determination of diagnostic evaluation and rehabilitative procedures.
- Perform all audiological diagnostic and rehabilitative services in an ethical and professional manner.
- Maintain patient trust and confidentiality while interacting in a dignified and respectful manner.
- Communicate with referring physicians/medical personnel regarding audiological results, treatment recommendations, counseling, and interpretation.
- Maintain state of the art expertise and knowledge of audiological and rehabilitative protocols and procedures. Attend meetings, conferences, trainings, grand rounds to upgrade skills and performance.
- Assist in maintenance of existing and new audiology equipment.
- Is sought out by colleagues regarding specific clinical situations. Actively mentors fellow staff in clinical decision making.
- Advocates for the profession internally and externally to UW Health. Advances the profession through professional activities within and/or outside the institution.
- Takes on other responsibilities and incorporates those responsibilities into the day.
- Actively participates on committees or task forces that focus on improving patient care, practice, and/or institutional performance.
- Actively mentors others in the skill of collaboration.
- Has achieved credibility within the health care team; expertise is sought by team members in planning patient care.
- Partners with supervisor and manager to identify appropriate opportunities to lead program development projects.
- Provides community based, national and international continuing education.
- Mentors others in area(s) of expertise.

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Infant and Child Assessment and Rehabilitation

- Implementation of evaluations which may include newborn, infant and children using behavioral techniques, or objective measures, including otoacoustic emissions, pediatric ABR screening, ABR and ASSR threshold testing for both outpatient evaluations and for in-patient OR testing.
- May include amplification assessment and dispensing including best practice RECD and other appropriate pediatric techniques/measures for appropriate amplification of the young child.
- May include cochlear implant assessment/evaluation, pre-surgical counseling and assessment with patient and family, and post-surgical management of cochlear implant programming.
- May include BAHA assessment for soft band and surgical options, pre-surgical counseling and assessment with patient and family and post-operative management.
- Provide up to date and new testing policies and procedures as they develop.

Vestibular Responsibilities

- May include implementation of VNG, VHIT, Rotary, VEMP procedures and interpretation of these results.
- Provide training to faculty Otolaryngologists on new vestibular techniques and procedures.
- Provide training to medical students, APP, residents, PT, Department of Communicative Disorders students, externs, and other Allied Health Professionals regarding assessment and treatment of patients with vestibular disorders.
- Continue training and attend courses to expand and/or continue present vestibular assessment and evaluation.

Amplification Responsibilities

- Using best practice, provide appropriate amplification information and assessment to adults and families of children on amplification options.
- Complete all paperwork for ordering products for patients, including purchase agreement, delivery report, and insurance coverage. Complete all report writing using established SOAP format in medical record to document patient performance.
- Complete validation and verification measurements.
- Implement hearing aid dispensing program using various established protocols.
- Attend supplier and manufacturer courses and trainings to establish up to date skills and knowledge.
- Provide training to Faculty Otolaryngologists on new amplification options and protocols, as well as medical students, APP residents, other Allied Health Professional and extern Department of Communicative Disorders and AuD students.

Implantable Hearing Responsibilities

- May include assessment of pediatric and/or adult patients for candidacy, and completion of pre-implant protocol, including counseling, selection of device, expectations and questionnaires, etc. Post-surgical protocol completion including programming, counseling, objective testing, and post-surgical functional gain assessments as needed.
- Continue training to expand audiological knowledge in cochlear implant assessment and treatment.
- Attend Cochlear Implant Team monthly meetings.
- Maintain competence working with all FDA approved CI manufacturers.

Electrophysiologic Responsibilities

- May include implementation of ABR, ECOG, PED ABR threshold testing, Newborn ABR screening, ENOG, and intra-operative monitoring and appropriate interpretation of these results.
- Continue training to expand audiological knowledge in new techniques/procedures of electrophysiological assessment.
- Provide training to medical students, APP, residents, Department of Communicative Disorders students, externs, and other Allied Health Professionals regarding assessment of auditory system in electrophysiological testing.

Professional Behaviors:

- Demonstrates respectful interactions with patients/clients, families/caregivers, colleagues, and others. Leads by example when interacting with others, demonstrating respect, trust, and support.
- Anticipates and understands multiple cultural values and incorporates these values in developing rapport and treatment plan to maximize patient outcomes.
- Establishes and maintains rapport with patients and caregivers/families by respecting others' values and adapting interactions to build trust.
- Initiates team approach to patient care as indicated and mediates patient goals among team members. Actively and independently advocates on behalf of patients and caregiver/families to appropriate individuals and is aware of common patient needs for similar patient populations.
- Mediates conflict effectively with others.
- Consults with or refers to other colleagues/disciplines to meet patient/client needs.
- Incorporates critical feedback from supervisor and colleagues and works towards improving areas of weakness.
- Takes an active role in organizational initiatives to improve patient care, practice, and institutional performance.
- Actively identifies problems related to systems issues and works diligently to develop potential solutions to these problems as part of their professional practice. Actively provides feedback.

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- Written communication is timely, succinct, clear, and meets all regulatory and hospital standards. Documentation anticipates the needs of the reader.
- Able to prioritize and triage to maximize effectiveness and efficiency. At a high level, adapts to the factors that influence time management.
- Meets and/or exceeds productivity expectations.
- Identifies when communication is necessary and directs communication at the right time in the right place to the right person using an appropriate medium. Clinician anticipates the need to change verbal communication style depending on situational needs. Communication reflects comfort, skill and a full grasp of the content in all situations.
- Independently seeks resources to improve knowledge base and skill level.
- Respects others' values
- Advocates for the profession internally and externally to UW Health. Advances the profession through professional activities within and/or outside the institution.
- Takes on other responsibilities and incorporates those responsibilities into the day.
- Actively participates on committees or task forces that focus on improving patient care, practice, and/or institutional performance.
- Actively mentors others in the skill of collaboration.
- Has achieved credibility within the health care team; expertise is sought by team members in planning patient care.
- Actively holds a project lead designation for an area on team AND/OR actively performs clinical research.

Administration/Education/Outreach/Research

- Actively participates in academic activities that may include education, outreach, inservices and research.
- Evidence drawn from the literature is actively pursued to support clinical practice. Incorporates research findings into clinical practice.
- May participate in research activities including but not limited to:
 - Designing research protocols
 - Completing data collection
 - Analysis of data
 - Publication and presentation of research findings
 - Collaboration with other researchers in Otolaryngology and UW Academic Departments
 - Attend research meetings
- May recruit and participate in externally funded clinical trials.
- Demonstrates a commitment to continued learning by attending continuing education, engaging in literature reviews, and independently seeking other resources. In addition to annual requirements, makes presentations and/or educates groups outside of direct patient care responsibilities.
- Critically self-assesses own performance and takes steps to continue clinical growth.
- Actively participates in student clinical education, serving as a clinical instructor or educator as appropriate.
- Critically appraises journal articles or other sources of evidence.
- Provides direct education/supervision of master level students, medical students, clinical fellows and physician fellows.
- Participates in weekly department wide educational case conferences.
- Identifies clinical specialization interest and focuses on self-development and professional goals in that specialization area.
- Participates in program development.
- Partners with supervisor and manager to identify appropriate opportunities to lead program development projects.
- Provides community based, national and international continuing education.
- Mentors others on an annual basis, especially in area(s) of expertise. This may include serving as the supervisor for graduate students, externs or fellows or a formal mentorship relationship with a junior or onboarding clinician.

ALL DUTIES AND REQUIREMENTS MUST BE PERFORMED CONSISTENT WITH THE UW HEALTH PERFORMANCE STANDARDS.

JOB REQUIREMENTS

Education	Minimum	Masters or AuD in Audiology
	Preferred	
Work Experience	Minimum	<ul style="list-style-type: none"> • Completion of an accredited doctoral program in audiology • Fifteen (15) years of clinical experience post-externship or seven (7) years and a PhD • Record of leadership in program development/quality improvement initiatives • Interest in and/or history of seeking mentorship in developing leadership skills
	Preferred	<ul style="list-style-type: none"> • Contribution to local or national professional boards and committees (such as ASHA, AAA, or state-level speech and hearing associations) • Record of presentation at national and regional professional conferences • Record of leadership in program development/quality improvement initiatives • Interest in and/or history of seeking mentorship in developing leadership skills

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Licenses & Certifications	Minimum	<ul style="list-style-type: none"> Wisconsin Audiology license ASHA: Certificate of Clinical Competence CCC-A 	
	Preferred	<ul style="list-style-type: none"> Board Certification in Area of Specialty if available 	
Required Skills, Knowledge, and Abilities		<ul style="list-style-type: none"> Ability to work independently, excellent written and oral communication skills, open and receptive to guidance Familiarity with a variety of procedure-based assessment and intervention protocols is required. Organization, time management, flexibility, and positive attitude are crucial to successful performance. Collaborates with peers while being open, respectful, and approachable. 	
AGE SPECIFIC COMPETENCY (Clinical jobs only)			
Identify age-specific competencies for direct and indirect patient care providers who regularly assess, manage and treat patients.			
Instructions: Indicate the age groups of patients served either by direct or indirect patient care by checking the appropriate boxes below. Next,			
	Infants (Birth – 11 months)		Adolescent (13 – 19 years)
	Toddlers (1 – 3 years)		Young Adult (20 – 40 years)
	Preschool (4 – 5 years)		Middle Adult (41 – 65 years)
	School Age (6 – 12 years)		Older Adult (Over 65 years)
JOB FUNCTIONS			
Review the employee's job description and identify each essential function that is performed differently based on the age group of the patient.			
PHYSICAL REQUIREMENTS			
Indicate the appropriate physical requirements of this job in the course of a shift. <i>Note: reasonable accommodations may be made available for individuals with disabilities to perform the essential functions of this position.</i>			
Physical Demand Level	Occasional Up to 33% of the time	Frequent 34%-66% of the time	Constant 67%-100% of the time
Sedentary: Ability to lift up to 10 pounds maximum and occasionally lifting and/or carrying such articles as dockets, ledgers and small tools. Although a sedentary job is defined as one, which involves sitting, a certain amount of walking and standing is often necessary in carrying out job duties. Jobs are sedentary if walking and standing are required only occasionally and other sedentary criteria are met.	Up to 10#	Negligible	Negligible
Light: Ability to lift up to 20 pounds maximum with frequent lifting and/or carrying of objects weighing up to 10 pounds. Even though the weight lifted may only be a negligible amount, a job is in this category when it requires walking or standing to a significant degree.	Up to 20#	Up to 10# or requires significant walking or standing, or requires pushing/pulling of arm/leg controls	Negligible or constant push/pull of items of negligible weight
Medium: Ability to lift up to 50 pounds maximum with frequent lifting/and or carrying objects weighing up to 25 pounds.	20-50#	10-25#	Negligible-10#
Heavy: Ability to lift up to 100 pounds maximum with frequent lifting and/or carrying objects weighing up to 50 pounds.	50-100#	25-50#	10-20#
Very Heavy: Ability to lift over 100 pounds with frequent lifting and/or carrying objects weighing over 50 pounds.	Over 100#	Over 50#	Over 20#
List any other physical requirements or bona fide occupational qualifications:			

Note: The purpose of this document is to describe the general nature and level of work performed by personnel so classified; it is not intended to serve as an inclusive list of all responsibilities associated with this position.