

UW HEALTH JOB DESCRIPTION

Clinical Fellow Speech Language Pathologist

Job Code: X71NN3	FLSA Status: Exempt	Mgt. Approval: B. Olson-Greb	Date: July 2023
Department: Audiology and Speech-Language Pathology		HR Approval: J. Olson	Date: July 2023

JOB SUMMARY

The Clinical Fellow Speech Language Pathologist provides assessment and treatment of patients with speech, language, voice, swallowing, social pragmatics, and cognitive disorders. Duties related to patient care include administration and interpretation of formalized and informal assessments and procedure-based assessments (videostroboscopy, endoscopy, high-speed laryngeal imaging, videofluoroscopy, FEES, high resolution manometry, objective acoustic and aerodynamics analyses protocols, nasometry etc). The Clinical Fellow Speech Language Pathologist plans and develops treatment programs for patients, often in conjunction with other medical professionals in a team-based setting. The clinician provides education of the patient, family members, and staff, documents assessment findings, recommends treatment plans, reports out to other members of the patient care team, and provides clinical treatment. Patient/client assessment, consultation, and treatment are conducted using broad guidelines and require a high degree of independence and innovation in decision-making. Clinical Supervision is provided.

Limited term clinical fellowships are 13 months in duration and are intended for individuals pursuing the certificate of clinical competency (CCCs). Opportunities for hire into a permanent core staff position depend on the existence of core staff vacancies. Clinical exposure and training opportunities may be pursued in varying clinical practice settings (i.e., acute care, inpatient pediatrics).

Involving other health care team members is essential. The Clinician 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, caregivers/families, and others.

Therapy is provided to patients/clients in various age groups; please see the age-specific competencies section of the position description for further details.

The Clinician manages technical, environmental, and financial resources effectively.

Problems encountered can usually be solved by referring to program resources, subject matter experts, and/or practice leadership. Supervision will be provided based on the American Speech Hearing Association's (ASHA's) requirements, patient presentation, and the employee's clinical progression. Guidance from the clinical supervisor is provided regularly and consultation with other staff occurs regularly. The Clinician controls their own schedule and must problem solve how to meet patient care needs and department, hospital, and professional standards regarding documentation of patient care.

The Clinician works with a wide variety of internal and external constituents, including (but not limited to) team members, staff and physicians inside and outside the Department of Audiology and Speech-Language Pathology, patients, caregivers/families, vendors, and insurance representatives.

As a requirement of the position, the Clinician 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.

MAJOR RESPONSIBILITIES

Clinical Decision Making:

- Selects and appropriately adapts appropriate assessment tests/tools to make a comprehensive assessment of patient needs that span across the continuum of care.
- Uses available resources, including available evidence, patient outcomes, and past experiences to guide patient/client assessment.
- Demonstrates proficiency in data gathering skills by efficiently and selectively using relevant sources of information with a strong emphasis on patient-specific care that incorporates information obtained from patient/client/family/caregiver and accounts for patient/client factors that impact treatment plan and outcome.
- Consistently recognizes signs and symptoms of medical problems that require further medical evaluation and facilitates follow-up.
- Comfortably and effectively evaluates complex patients with problems in multiple body systems and develops an appropriate plan for managing multiple therapy needs.
- Recognizes and prioritizes impairments and their influence on patient/client performance. Anticipates the key underlying impairments that result in physical, behavioral, communicative, and/or cognitive dysfunction that are

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typical of specific patient populations. Demonstrates refined analysis during functional tasks, play, academic, and/or work performance.

- Establishes a therapy classification or therapy diagnosis that is specific to the patient/client. Intuitively and accurately classifies patients based on impaired body/structure, activity limitations, and participation restrictions, as well as therapy practice patterns.
- Makes accurate predictions about patient/client outcomes across the continuum of care. Recognizes and addresses factors that may promote further development and recovery or prevent future decline in function.
- Establishes goals that reflect anticipated outcomes with input from the patient/client and/or the patient/client's caregiver/family. Therapy goals address the complex relationships between body structure/function, activity, and participation, as well as show greater emphasis on personal and environmental factors that influence functional development and recovery.
- Based on assessment and on-going reassessment, selects and modifies appropriate interventions. Understands the complex relationships between levels of function and disablement and is able to apply specific interventions across a wide variety of patient populations with appropriate expectations.
- Demonstrates understanding of the value of patient empowerment and self-efficacy and plays a primary role as a coach, guide, or facilitator.

Performance Skills:

- Provides interventions across a broad range of patients/client needs. Interventions are safe, timely, effective, efficient, patient-centered, equitable, and in compliance with organizational policies and procedures.
- Develops competency in assessment and treatment skills by completing institutional and program-specific competencies and consistently meets annual requirements.
- Practices competently in accordance with professional practice standards and expectations.
- Selects treatment with consideration of resource utilization, including space, time, people, and equipment and in accordance with patient/client need.
- Actively engages the patient and/or family/caregivers to take responsibility to ensure that needs are adequately addressed.
- Delegates treatment strategies to appropriate clinical staff and provides necessary supervision. Maximizes efficiency in patient outcomes by use of appropriate support staff.

Professional Behaviors:

- 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.
- Written communication is timely, succinct, clear, and meets all regulatory and hospital standards. Documentation anticipates the needs of the reader.
- Identifies when communication is necessary and directs communication at the right time in the right place to the right person using an appropriate medium. 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.

Administration/Education/Outreach/Research:

- Actively participates in academic activities that may include education, outreach, in-services, 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

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- 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 Masters 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.

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

JOB REQUIREMENTS

Education	Minimum	Master's degree in Speech-Language Pathology or Communicative Disorders
	Preferred	
Work Experience	Minimum	In the process of obtaining a Certificate of Clinical Competence in Speech-Language Pathology
	Preferred	Practicum (student) experience in a medical setting
Licenses & Certifications	Minimum	<ul style="list-style-type: none"> • Wisconsin state license to practice as a Speech-Language Pathology Clinical Fellow • Certification in Healthcare Provider Cardiopulmonary Resuscitation and Automatic External Defibrillator
	Preferred	
Required Skills, Knowledge, and Abilities		<ul style="list-style-type: none"> • Excellent communication and interpersonal skills • Excellent analytical skills • Occasional work may be required on weekends and holidays

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,

<input checked="" type="checkbox"/>	Infants (Birth – 11 months)	<input checked="" type="checkbox"/>	Adolescent (13 – 19 years)
<input checked="" type="checkbox"/>	Toddlers (1 – 3 years)	<input checked="" type="checkbox"/>	Young Adult (20 – 40 years)
<input checked="" type="checkbox"/>	Preschool (4 – 5 years)	<input checked="" type="checkbox"/>	Middle Adult (41 – 65 years)
<input checked="" type="checkbox"/>	School Age (6 – 12 years)	<input checked="" type="checkbox"/>	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. *Note: reasonable accommodations may be made available for individuals with disabilities to perform the essential functions of this position.*

Physical Demand Level	Occasional Up to 33% of the time	Frequent 34%-66% of the time	Constant 67%-100% of the time
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	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
X	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.