



## Health Job Family: **Physician Progression**

These generic job title summaries are intended to indicate the kinds of tasks and levels of work complexity that will be required of positions classified to any of these titles and are not intended to be construed as declaring the specific duties and responsibilities of any particular position. The use of particular expressions or illustrations describing functions within a specific job title does not exclude other duties of a similar kind and/or level of complexity. Positions are classified to a particular job title based upon the predominant level of expected work complexity. ***A position that is classified into this title and band must meet the Cornell requirements for exemption under the FLSA***

### GENERIC JOB PROFILE SUMMARIES

Physician Assistant INDIVIDUAL CONTRIBUTOR	Physician MANAGEMENT
Responsible for the provision of primary health care to university students, faculty, staff members and visitors and for participation in UHS programs, including health education, volunteer training and outreach activities.	Provide health care to graduate and undergraduate students at the University, to spouses of students, and to those members of the faculty and staff who opt for such care.
Provide evaluation and management of acute and chronic primary care problems, including infectious disease, minor trauma, sexually transmitted diseases, gynecology, occupational medicine and counseling.	Manage outpatient problems in primary care.
Provide health instruction, counseling and guidance for a variety of physical, emotional, social and occupational health problems.	
Document and maintain accurate medical records. Make appropriate referrals to other health professionals, CU departments or community agencies	
Participate in quality improvement activities.	
Provide consultation to other clinical and nursing staff.	Provide consultative support for Health Associates.
Meet professional continuing education needs.	Participate in continuing medical education.
Support Health Education, Clinical Volunteer, and other UHS outreach programs.	Support programs in Health Education.

Physician Assistant INDIVIDUAL CONTRIBUTOR	Physician MANAGEMENT
Serve on Gannett Health Center committees, as well as CU or community committees.	Share expertise with clinical associates, faculty, and nonacademic staff by providing direct patient care; facilitating, within bounds of confidentiality, interactions of students with faculty and staff; and serving as advisors to other members of the University community, either informally or by committee structures.
	Interact with other Campus Life, administrative, and academic staff.
	Teach Health Associates, medical students, Nurses and others.
	Undertake special assignments.
	Provide out-of-hours coverage.

## JOB FACTOR PROFILE TABLE

FACTOR PROFILE	11094 PHYSICIAN ASSISTANT, BAND G	10695 PHYSICIAN, BAND I
<b>MINIMUM EDUCATION AND EXPERIENCE EQUIVALENCY</b>	Master's degree or equivalent. 2 but less than 4 years of experience or equivalent.	M.D. or D.V.M. or equivalent. 5 but less than 7 years of experience or equivalent.
<b>IMPACT</b>	Significant impact	Significant impact
<b>CONTACTS - INSIDE</b>	Provide guidance to others Coordinate activities	Provide guidance to others Coordinate activities
<b>CONTACTS - OUTSIDE</b>	Provide information that exists within pre-established documents and or programs.	Provide information that exists within pre-established documents and or programs.
<b>CONTACTS - STUDENTS</b>	Frequent contact dealing with matters of a highly sensitive or personal nature (e.g., personal counseling such as academic, financial, medical or psychological), or providing academic instruction.	Frequent contact dealing with matters of a highly sensitive or personal nature (e.g., personal counseling such as academic, financial, medical or psychological), or providing academic instruction.

FACTOR PROFILE	11094 PHYSICIAN ASSISTANT, BAND G	10695 PHYSICIAN, BAND I
<b>SUPERVISION</b>	Responsible for providing regular on-the-job training, guidance, advice and counsel to other employees in the group, and to positions performing essentially the same work or related technical tasks.	Responsible for providing regular on-the-job training, guidance, advice and counsel to other employees in the group, and to positions performing essentially the same work or related technical tasks.
<b>COMPLEXITY</b>	Occasionally required to develop new, imaginative or innovative solutions, services, products, processes or programs. Duties generally involve many diverse and unrelated processes and methods. Work requires sophisticated reasoning skills.	Occasionally required to develop new, imaginative or innovative solutions, services, products, processes or programs. Duties generally involve many diverse and unrelated processes and methods. Work requires sophisticated reasoning skills.
<b>LEVEL OF DECISION MAKING</b>	Responsible for assisting in and influencing decisions concerning policy-setting, research, planning, or students	Responsible for making decisions concerning policy-setting, research, planning or students.
<b>FREEDOM OF ACTION</b>	Directly affect several dept. within a college, school or administrative unit Significant effect on students and employees	Decisions directly affect an entire college or school administrative unit Critical effect on students or employees
<b>EFFECT OF DECISION MAKING</b>	Little direct supervision Considerable latitude for exercising judgment and self-direction.	Little direct supervision Considerable latitude for exercising judgment and self-direction.
<b>WORKING CONDITIONS</b>	Difficult working conditions at times, including exposure to conditions which require cautious handling of animals or toxic plants, chemicals or substances requiring safety precautions, or equipment requiring constant attention. Safety gear is required in some aspects of work.	Difficult working conditions at times, including exposure to conditions which require cautious handling of animals or toxic plants, chemicals or substances requiring safety precautions, or equipment requiring constant attention. Safety gear is required in some aspects of work.