**P7: Level Standards**

**GENERAL ROLE**

This level is accountable for serving in an expert resource capacity in an area of specialization. Positions at this level are not reflective of the majority of the workforce, but instead the most complex functions within an area of specialization.

Incumbents:

* Serve in a subject leader and consultative capacity within an area of expertise.
* Provide analytical, technical, and advisory support to leaders and decisions makers within the same disciplinary track.
* Lead projects or initiatives within the specific area of expertise, to include leading vendors or cross-functional departments or teams.
* Research and apply better ways to effectively achieve end results by, for example, arranging/rearranging the way work is performed, changing elements of processes, and adding or deleting new or unnecessary capabilities/functionalities as needed.
* Set project objectives, immediate- and/or long-term, as a means to fulfill project initiatives.

**INDEPENDENCE AND DECISION-MAKING**

*🡪 Supervision Receive*d

* Works under general direction.
* Seeks assistance only when unique situations arise, coupled with financial impact to the division and political consequence.

*🡪 Context of Decisions*

* Work is focused on and regulated by specific department/division goals and milestones.

*🡪 Job Controls*

* Act based on own judgement as long as actions adhere to division policies and operating procedures, and remain focused on the department and division objectives and missions.
* Subject to managerial controls through conferences, review of reports, and occasional on-site visits or check-ins.
* Managerial controls are exercised on the incumbent for matters of intermediate- and long-range planning, budgetary, and human resources based matters.

**COMPLEXITY AND PROBLEM SOLVING**

*🡪 Range of issues*

* Problems are unique and unexpected.
* Challenges for problems arise due to lack of precedent.

*🡪 Course of Resolution*

* Problems require response/adaptation to changing conditions or circumstances, necessitating enterprise and new approaches with broad impacting effects.
* Problem resolution should regularly require collaboration and coordination with units internal to the division, with occasional collaboration and coordination outside the division.

*🡪 Measure of Creativity*

* Incumbents are regularly required to develop new methods/methodology for evaluation and implementation plans for new initiatives.

**COMMUNICATION EXPECTATIONS**

*🡪 Manner of Delivery and Content*

* Deliver statements and information in a combined persuasive and motivational fashion to subordinate staff, departmental and University administrators, and the campus community as a whole.

**SCOPE AND MEASURABLE EFFECT**

* Serve as an expert on specific subject matter evidenced by regularly researching and producing reports (e.g., white papers) on technical matters of systematic importance and consulting with managers throughout the division/University on specific issues in the position’s area of expertise.
* Actions regularly affect a departmental outcome with division-wide impact.
* Actions have a direct impact on controlling such things as project scope, team size and nature of assignments, operating budget, etc.
* Actions may have high-risk financial, compliance, political, or safety implications.
* Performance results tend to be related to efficiency, degree of waste/cost overruns, quality/continuous improvement, timeliness, resource allocation/effectiveness, etc.

**Job Template**

**GENERAL SUMMARY**

Provides medical care for all eligible students at the University of Connecticut.

**REPORTING RELATIONSHIPS AND TEAMWORK**

Works under direction of a supervisor. Serves in an advanced senior resource capacity in an area of specialization.

**ESSENTIAL DUTIES AND RESPONSIBILITIES**

*The intent of this section is to list the primary, fundamental responsibilities of the job – that is, the duties that are central and vital to the role.*

* Provides primary medical care for undergraduate and graduate students and promotes the health and safety of the student population. Provides emergency medical services, as needed.
* Conducts comprehensive health assessments of patients to diagnose and treat potential, acute, and/or chronic health problems and medical/psychiatric risk factors.
* Maintains accurate and confidential medical records. Documents medical evaluations, diagnoses, procedures, treatments, outcomes, education, referrals, and consultations consistent with AAAHC (Accreditation Association for Ambulatory Health Care) standards.
* Orders, performs, and interprets medical tests. Refers patients to specialty care, as needed.
* Admits to the inpatient unit, directing patient care from admission through discharge.
* Educates and instructs patients on preventive care, medical/psychiatric issues, and the use of prescribed medical treatments and/or prescriptive medications.
* Participates in continuing medical education activities both within and outside Student Health and Wellness, including health promotion and outreach activities.
* Serves as a resource and clinical consultant for other professional nurses and interdisciplinary colleagues.
* Serves on multiple committees within Student Health and Wellness.
* Participates in ongoing review and revision of standard guidelines used in clinical practice.
* Presents and participates in regional and national professional organizations.
* Performs related work as required.

**MINIMUM QUALIFICATIONS**

* Master’s degree in related field.
* Two to three years of related experience.

**COMPETENCIES**

**Knowledge of:**

* Medical literature in the field of college health
* Pharmacology and appropriate prescribing standards
* Federal and state regulations and DPH reporting requirements
* Current medical best practices
* Microsoft Office and related software applications

**Skill in:**

* Interpretation of medical testing results
* Understanding students and fostering student success
* Facilitating and coordinating care
* Developing and maintaining effective and appropriate working relationships
* Critical thinking, problem solving, and analysis

**Ability to:**

* Perform complete physical exams, order appropriate tests, and make accurate diagnoses
* Communicate effectively through both oral and written means
* Develop and implement plans of care with ongoing evaluation for response to treatment and document clearly in the electronic medical record
* Provide medical education to students and families, staff, and other medical professionals
* Respect diversity and work collaboratively with individuals of diverse cultural, social and educational backgrounds
* Maintain the confidentiality of information and professional boundaries
* Work independently to analyze available information, draw conclusions and understandings, and present such conclusions effectively to senior management