

EMORY UNIVERSITY SCHOOL OF MEDICINE
Requirements for Board Certification and Licensing

The requirements for Board Certification and Licensing are intended to maintain the high professional standards of School of Medicine faculty, to ensure consistency throughout departments of the School, and to enhance the potential of the faculty who provide clinical services to be listed on managed care panels. Department Chairs are responsible for compliance with this policy.

Except as described below, all faculty members on any faculty appointment track who provide clinical services as physicians or as geneticists¹ shall be certified to practice their primary specialty by the appropriate credentialing board of the American Board of Medical Specialties (ABMS), or by the American Osteopathic Association, or by the American Board of Oral and Maxillofacial Surgery; or shall have the equivalent training and certification in a foreign country when such certification is deemed to be equivalent to ABMS certification. All faculty members on any faculty appointment track who provide clinical services as psychologists shall be licensed to practice their primary specialty by the U.S. and Canada Association of State and Provincial Psychology Boards and the Georgia State Board of Examiners of Psychology.

Once certified in a primary specialty, all faculty physicians and geneticists shall maintain continuous certification in compliance with the certification requirements of their specialty board organizations; and all faculty psychologists shall maintain continuous licensing in compliance with the requirements of their specialty licensing organization.

Limited Exceptions

- (1) A newly appointed faculty physician in a primary specialty that requires a written examination only shall pass the examination within three years of completing his/her specialty training program. A newly appointed faculty geneticist shall pass the written examination within four years of completing his/her specialty training program.
- (2) A newly appointed faculty physician in a primary specialty that requires sequential written and oral examinations shall pass both examinations within six years of completing his/her specialty training program. The faculty physician shall pass the initial written examination within the first three years of this six-year time period. If the faculty physician completes a fellowship, the time period for passing the written and oral examinations will be extended by the length of the fellowship.

¹ Geneticists include Clinical Geneticists (M.D. or D.O.), Medical Geneticists (Ph.D.), Clinical Cytogeneticists (M.D., D.O., or Ph.D.), Clinical Biochemical Geneticists (M.D., D.O., or Ph.D.), and Clinical Molecular Geneticists (M.D., D.O., or Ph.D.), as specified and defined by the American Board of Medical Genetics .

- (3) At the discretion of the Department Chair and Dean of the School of Medicine, in rare and unusual circumstances and with appropriate justification, faculty physicians of long-standing prominent stature and experience who are not Board Certified, who will engage in the administration of clinical services, and who will not engage in active clinical service shall not be required to have Board Certification in their primary specialty for the limited purpose of appointment to the active medical staffs of Emory owned and affiliated hospitals, The Emory Clinic, and the Emory Children's Center.
- (4) At the discretion of the Department Chair, the Dean of the School of Medicine, and the appropriate credentialing committee for Emory owned and affiliated hospitals, The Emory Clinic, and the Emory Children's Center, in rare and unusual circumstances and with appropriate justification, faculty physicians of long-standing prominent stature and experience who are not Board Certified but who will engage in active clinical service shall not be required to have Board Certification in their primary specialty if they can document sufficient expertise in combination with a sufficient number of years of providing high quality clinical service. The sufficiency of the expertise and number of years and the level of quality shall be determined by the Department Chair, the Dean, and the credentialing committee(s). This exception shall be granted for the limited purposes of allowing such faculty physicians to engage in active clinical service, to be members of the active medical staffs, and to be listed on managed care panels in Emory owned and affiliated hospitals, The Emory Clinic, and the Emory Children's Center.
- (5) A newly appointed faculty psychologist shall be at least eligible for licensing when appointed to the faculty, shall take the national and state licensing examinations within six months of his/her faculty appointment date, and shall obtain national and state licensing within one year of the faculty appointment date.

Failure to Achieve or Maintain Board Certification

Faculty Physicians

Except as provided in (3) and (4) above, a faculty physician or geneticist who fails to achieve primary board certification in the specified time period will be subject to adverse action that may include a decrease in compensation and/or a loss of faculty appointment, at the discretion of the Department Chair and Dean of the School of Medicine.

Except as provided in (3) and (4) above, a faculty physician or geneticist who fails to maintain continuous certification will use the next recertification opportunity offered by his/her specialty board to become recertified. A faculty physician who fails to gain board recertification after this grace period will be subject to disciplinary action that may include loss of faculty appointment, at the discretion of the Department Chair and Dean of the School of Medicine.

Faculty Psychologists

A newly appointed faculty psychologist who fails to achieve licensing within the time period specified in (5) above will be subject to adverse action that may include loss of faculty appointment, at the discretion of the Department Chair and Dean of the School of Medicine.

A faculty psychologist who fails to maintain continuous licensing will use the next relicensing opportunity offered by national and state licensing boards to become relicensed. The maximum period of time within which this must occur is one year. A faculty psychologist who fails to gain licensing after this grace period will be subject to disciplinary action that may include a decrease in compensation and/or loss of faculty appointment, at the discretion of the Department Chair and

Dean of the School of Medicine.

Grandfather Clause

Faculty physicians and geneticists in the School of Medicine who are providing clinical services and who were appointed to the faculty but not board certified on or before August 31, 1990 are encouraged to attain board certification but are not required to do so except as required under the by-laws and regulations of Emory's clinical affiliates. Faculty physicians or geneticists who are providing clinical services and who were appointed to the faculty but not board certified between August 31, 1990 and April 5, 1999 shall be certified to practice their primary specialty as specified in the policy above by August 31, 2002.

Exceptions and Extensions

The Dean of the School of Medicine, upon the recommendation of the Department Chair and in extenuating circumstances, may grant exceptions to and/or extensions of the time period prescribed by this policy, depending upon the needs of the School of Medicine, the clinical affiliates, or the University, or based upon fiscal considerations.

(Approved by the School of Medicine Council of Chairs April 5, 1999; amended by the Council of Chairs January 2000; amended by the Council of Chairs April 21, 2003.)