

Position Description

POSITION TITLE: Speech Language Pathologist

REPORTS TO: Director, Creighton Pediatric Therapy

SCHOOL: Pharmacy and Health Professions

SUPERVISES: student clinic technician(s); speech language pathology therapy students; observing students

STATUS: adjunct faculty member

EFFECTIVE DATE: April 1, 2014

REVISED DATE: n/a

NEXT REVIEW DATE: April 1, 2015

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POSITION SUMMARY: Evaluates patients with known or suspected health conditions and performs therapeutic treatment procedures as indicated. Makes patient referrals to other health care agencies/disciplines as indicated. Instructs patients and family members in individualized activity programs designed to maximize functional abilities. Completes timely documentation. Employee is also responsible for supporting the mission and goals of Creighton Pediatric Therapy:

CPT Mission: Creighton Pediatric Therapy will be a center of excellence in occupational therapy, physical therapy, and speech therapy for clinical services, research, and education.

CPT Goals:

- Provide high quality, evidence-based, family-centered care
- Educate and support parents of children with special needs through training opportunities at the clinic and within the community
- Provide a comprehensive health care program to the community focusing on improving wellness, enhancing quality of life, empowering families, and bringing hope
- Contribute to the body of evidence through clinical research
- Serve as a resource, training, and diagnostic center for sensory integration services
- Serve as a resource, training, and diagnostic center for feeding and swallowing services
- Serve as a premier clinical education site for SPAHP occupational therapy and physical therapy students
- Provide a center for post-graduate pediatric occupational therapy and physical therapy residents through mentored clinical practice

The employee will also complete activities as appropriate to the job title of speech language pathologist and as delegated by his/her supervisor(s).

QUALIFICATION REQUIREMENTS:

Minimum Education/ Licensure/ Certifications: Graduation from a speech language pathology education program is required. Licensed or eligible for licensure to practice speech language pathology by the Nebraska State Department of Health is required. Current Basic Cardiac Life Support (BCLS) certification required. Experience in pediatric speech language pathology therapy preferred. Display proficiency in the use of common speech language pathology therapy standardized assessments, an understanding of childhood development, and the use of intervention procedures. Completion of HIPAA and immunization requirements prior to patient care. Completion of NPI number and insurance plan credentialing prior to independent patient care required. Completion of background check and drug screen during the pre-employment process.

Physical Requirements: Requires frequent walking and standing; requires sitting at a work-station or desk; work may include occasional pushing and/or pulling, lifting, and carrying objects weighing up to 40 lbs. Requires getting on/off the floor and/or on/off equipment. Requires physical ability to move, lift, and transport patients and equipment.

Mental Demands: Ability to work at a fast pace and to prioritize multiple assignments/projects and respond to numerous requests. Ability to resolve conflict amongst staff and to work collaboratively with clinic director, clinic assistant director, clinic manager, clinic staff (including physical therapists, occupational therapists, and other speech language pathologists), referring physicians, and other members of the healthcare team. Ability to concentrate and focus on projects. Possesses creative systems thinking to ensure operational efficiency. Ability to problem solve and make decisions. Self control and stress tolerance in dealing with multiple requests and conflicting demands from multiple customers.

Special Demands: Demonstrates clear verbal, non-verbal and written communication skills, especially in recording evaluations and patient progress notes. Functions effectively and efficiently under stress with frequent interruptions. Requires minimal sustained direction in carrying out departmental and professional responsibilities. Self-starting and self-motivating. Ability to work collaboratively with other therapy disciplines and co-treat/coordinate care as needed. Uses the clinic documentation system independently following training/orientation.

Ages of Patients Served: Provides patient care or has patient interaction to specific population of patients: (check all that apply)

( X ) Infant ( X ) Pediatric ( X ) Adult ( ) Geriatric ( ) All Ages ( ) Not applicable

OSHA Category:

(For Blood borne pathogens) Check appropriate level: 1 \_\_\_\_\_ High potential for exposure

2 \_\_\_\_\_ Moderate potential for exposure 3 X \_\_\_\_\_ Minimal or no potential for exposure

**DUTIES & RESPONSIBILITIES OF EMPLOYEES OF CREIGHTON PEDIATRIC THERAPY**

1. Demonstrates a clear understanding of the Mission, Purpose and Philosophy of Creighton Pediatric Therapy.
2. Adheres to ethical business practices by striving to perform in a manner that conforms to the highest standards of ethical behavior, integrity and honesty.
3. Takes initiative and responsibility for decisions as an individual and as a company. Exhibits commitment to personal, business, and university goals.
4. Participates in the ongoing development of competencies, capabilities, technology and the resources needed to achieve high standards of efficiency and effectiveness. Approaches everything with the passion and desire to meet the highest standards.
5. Places needs of the patient first at all times. Care management and service delivery are developed with the goals of the patient's healing and support in mind. Strives to deliver lasting value to our patients and families.
6. Strives to help lead the industry through vision, technology, innovation, and customer service. Strives to make a difference in the lives of our employees, patients, and community. Encourages a positive environment and experience for co-workers and patients.
7. Treats employees, patients, and business partners with respect. Fosters teamwork by trusting and supporting each other while encouraging collaboration at all levels of the organization. Embraces diversity and demonstrates the ability to work together.
8. Promotes a safe and efficient working environment by adhering to agency policies and procedures.
9. Maintains confidentiality of all agency and patient related information. Protects patient rights as defined in the patient Bill of Rights.
10. Maintains proper attendance and punctuality to ensure that the department is operated in an efficient and cost effective manner.
11. Adheres to departmental and agency dress codes as observed by supervisor.
12. Communicates information effectively both verbally and in writing.
13. Attends and participates in staff meetings, required in-services, agency PI activities and other meetings as requested.
14. Utilizes material, equipment and time in a safe, beneficial, and cost effective manner
15. Organizes workload to complete responsibilities in an appropriate and timely manner.
16. Observe infection control and standard precautions.