

GMDEC Reviewed: January 2006

GMDEC Approved: January 2006

RESIDENT REAPPOINTMENT AND PROMOTION POLICY

Appointments and reappointments are made on a yearly basis with the expectation that continuation throughout the duration of the residency period will be based on evidence, through satisfactory cumulative evaluations by faculty, that indicates satisfactory progress in scholarship and professional growth. This includes demonstrated proficiency in:

- Each of the ACGME competencies:
 - Patient Care
 - Medical Knowledge
 - Practice-Based Learning and Improvement
 - Interpersonal and Communication Skills
 - Professionalism
 - Systems-Based Practice;
- Patient Safety
- Ability to teach others;
- Attendance, punctuality, and availability;
- Demonstrate development of a personal program of learning to foster continued professional growth.
- Adherence to rules and regulations in effect for all physicians at the University of Tennessee Health Science Center and each health care entity to which assigned;
- Other: examples include satisfactory scores on examinations if designated for that purpose by specialty, research participation, etc.

Those residents judged by a program to have completed satisfactorily the requirements for a specific level of training will be promoted to the next higher level of responsibility unless the resident specifically is enrolled in a training track of limited duration, not designed to achieve full certification (e.g. a one-year preliminary position). No resident may be extended in a residency program more than 12 months greater than the accredited length of the program, exclusive of leave. A resident whose performance is judged to be satisfactory will advance until the completion of the program requirements.

If a resident's Letter of Agreement is not going to be renewed, the residency program must notify the resident in writing no later than four months prior to the end of the resident's current Letter of Agreement. If the decision for non-renewal is made during the last four months of the Letter of Agreement period, the residency program must give the resident as much written notice as possible prior to the end of the Letter of Agreement.

Reviewed/Approved January 12, 2006