

## **Resident Remediation**

### **Purpose**

To assure a consistent process for remediation for residents of the UHC Family Medicine Residency Program who demonstrate clinical, educational, behavioral or professional difficulties.

### **Policy**

Failure to demonstrate clinical progress, below passing In-Training exam scores, failure of a rotation (or repeated substandard scores for the same issue), failure to accept and utilize feedback, behavioral and various professionalism issues not resolved by verbal feedback may result in a resident being placed in a remediation track. Lack of improvement may result in placement in the next level of remediation; however, depending on the significance of the issue all levels may not be exhausted.

Levels of remediation are:

- Documented Verbal Warning
- Mandated Learning Plan
- Formal Remediation
- Probation
- Non-Renewal/Termination

No resident may be placed on formal remediation, probation or termination without a face to face meeting with the resident's advisor and the program director.

### **Procedure**

Evaluations of residents are reviewed by the resident's faculty advisor. Any evaluation containing "Below Expectations" for any element, any rotation not passed, an In-training exam score below expected passing levels, or identified behavioral or professional issues will be discussed in a face to face meeting between the resident and the advisor. Any recurrent or significant issues will be presented to the Clinical Competency Committee and the Program Director as warranted. The Clinical Competency Committee may recommend to the Program Director that the resident be placed in one of the remediation tracks.

Many reviews and feedback are considered teaching/coaching tools and while they may become part of the resident's file, most are not reported to the Graduate Medical Education Committee (GMEC), state medical boards,

prospective employers and third parties requesting information regarding a resident's performance.

Levels of remediation and their reporting levels are:

- Documented Verbal Warning – Not reported
- Mandated Learning Plan – Not reported, IF issue is satisfactorily resolved
- Formal Remediation – Reported to GMEC, but not to state licensing boards, prospective employers or third parties, IF satisfactorily resolved
- Probation - Reported to GMEC, state medical boards, prospective employers and third parties requesting information regarding a resident's performance, even if eventually resolved.
- Non-Renewal/Termination - Reported to GMEC, state medical boards, prospective employers and third parties requesting information regarding a resident's performance

Non-renewal/Termination is subject to the Policy on Due Process/Appeals.