

Resident Remediation

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

Policy

Failure to demonstrate progress, adequate In-Training exam scores or successful passing of a rotation after documented verbal and written feedback regarding a deficiency may result in a resident being placed on remediation. Levels of remediation are:

- Mandated Learning Plan
- Probation

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

Procedure

All evaluations of residents are reviewed by the resident's faculty advisor. Any evaluation containing "Below Expectations" for any element, any rotation not passed or an In-training exam score below expected passing levels 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 Program Director and the Clinical Competency Committee. The Clinical Competency Committee may recommend to the Program Director that the resident be placed in one of the following remediation tracks:

Mandated Learning Plan

The Mandated Learning Plan indicates that the resident's performance is being more closely monitored; it does not of itself signify overall poor performance.

The resident will be notified of the Mandated Learning Plan via written notification during a face-to-face meeting with the Program Director, the resident and the faculty advisor. The letter should clearly define the identified issue(s) for improvement as well as the action(s) required to rectify the issue(s). The timeline in which the required action(s) must be completed will also be identified. The letter will be signed by the resident, advisor and the Program Director and placed in the

resident's file. Official follow-up must occur and be documented in writing within no more than three months. At this time the Mandated Learning Plan may be terminated due to successful completion of the plan, extended for an additional period not to exceed three additional months, or the resident may be placed on Probation.

Mandated Learning Plan status WILL NOT be reported to state medical boards, prospective employers or other third parties who request information regarding a resident's performance, provided the issue(s) which led to the Learning Plan have been satisfactorily resolved.

Probation

Following "Below Expected" performance after six months on a Mandated Learning Plan, or if a resident's performance is deemed to be unsatisfactory based on, but not limited to, academic performance, professional attitude, emotional stability, attention to responsibilities or other inadequacies identified by the program, said resident may be placed on Probation by the Program Director in conjunction with the Clinical Competency Committee. While a Mandated Learning Plan may precede probation, it is not mandatory. Probation may be the first level of remediation depending on the nature and severity of the academic/performance issue(s).

The resident is placed on Probation by the Program Director via written notification to the resident during a face-to-face meeting. The written letter will be signed by the resident, and Program Director and a copy placed in the resident's file. This letter should clearly define the identified issue(s) and proposed solutions, as well as the timeline in which the corrections must be completed. Official follow-up by the Program Director or his/her designee must occur via written documentation within a maximum of three months. At this time the Probation status may be terminated due to successful remediation, extended for an additional three months for a maximum of six months, or the resident may be terminated. Probation is subject to the Policy on Due Process/Appeals.

Probation status WILL be reported to state medical boards, prospective employers and third parties requesting information about a resident's performance, even if the issue which led to the probation was satisfactorily resolved.