

ATRIUM HEALTH CABARRUS GRADUATE MEDICAL EDUCATION

POLICY REGARDING RESIDENT/FELLOW EVALUATION AND ADVANCEMENT

Effective 6/96

Revised: 12/01, 9/05, 4/14,5/22

Reviewed: 10/17

I. PURPOSE

Define and specify frequency and purpose of Residency/Fellow evaluations and advancement.

II. DEFINITION

Evaluation is a process providing feedback to the residents (PGY1-4 including fellows). There are three goals to the evaluation:

- A. Monitor each resident/fellow's performance with respect to mastery of curricular objectives.
- B. Determine and remediate any performance difficulties.
- C. Provide opportunity for regular direct resident/fellow-faculty discussion and mentoring.

III. POLICY

- A. Residents and fellows are evaluated on an ongoing basis at the completion of each rotation assignment. Attending physicians are encouraged to provide a mid-rotation informal evaluation to each resident. Attending physicians will complete evaluations at the end of each rotation within two weeks after the rotation is completed. For longitudinal experiences such as the Family Medicine Practice, residents will receive quarterly feedback. Formal review of all rotations and evaluations will be conducted semiannually by the Clinical Competency Committee (CCC) and reviewed by the Residency/Fellowship Director. The Residency/Fellowship Program Director or designee will meet with each resident semiannually to review the findings of the CCC and assess the resident's progress. Residents/fellows whose performance is in question will be notified by the Program Director, or his/her designee, to discuss conditions of his or her unsatisfactory performance and develop a plan for remediation.
- B. Residents/fellows may request a conference with the evaluating faculty member to further review an unsatisfactory evaluation. The resident/fellow may discuss the evaluation with the Program Director, or is free to write a rebuttal to an unsatisfactory evaluation for placement in his or her permanent record.
- C. Records of evaluations completed by the faculty are maintained in each individual resident/fellow's electronic file and are available for review by the resident/fellow.
- D. A resident/fellow may advance to the next level of training if recommended by the Program Director provided the evaluations and current performance are satisfactory. Such advancement will be regularly communicated with the medical staff office and hospital administration.
- E. In the event a resident/fellow's performance evaluations are not satisfactory, or if there are other reasons why advancement to the next level of training is not recommended or cannot occur as scheduled, the Program Director will discuss directly, the deficiencies with the resident/fellow, and take appropriate action, i.e., remediation or termination of the resident/fellow's contract. The Process to appeal of adverse decisions is detailed in the Policy Regarding the Right to Grievance for Academic Extension of Residency or Termination.

- F. Individual documentation of competence in certain procedures will be determined by direct observation and evaluation. After review and approval by the Residency Director a resident/fellow may be progressed to the next level for that procedure.
- G. Individual programs may have their own additional requirements.

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Date

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5/26/2022 | 10:13:03 EDT

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Date