Department of Surgery Promotion and Dismissal Policy

Appointment to the surgical residency program is made on a year-to-year basis and is dependent upon satisfactory performance by the resident as well as needs of the Department. There is an implied responsibility by the Department of Surgery, as well as the resident surgeon, to renew this appointment on a yearly basis as long as work is satisfactory, the position is desired by the resident, and the needs of the hospital and department are met. However, it must be emphasized that not everyone learns at a consistent rate and that additional training may be necessary.

In addition, there is an evaluation carried out every rotation on each resident surgeon. Residents are required to review this material and discuss it with his/her mentor/program director. All evaluations and ABSITE are reviewed by the Education Committee which meets twice a year. Written evaluations are discussed with the resident by the program director or mentor. Promotion is based upon the completion of goals, objectives and overall evaluations.

USMLE Step 3 Requirement
All new residents entering University of Tennessee Memphis-based Graduate Medical Education Programs at the PGY1 or PGY2 level on or after July 1, 2010 will be required to pass USMLE Step 3 (or equivalent examination) prior to being promoted to the PGY3 level. Failure to pass Step 3 prior to March 1 of the PGY2 year will result in non-renewal of the resident’s appointment. Any entering resident/fellow who has already passed Step 3 or holds a current, unrestricted medical license meets this requirement. (See GME Policy #111 – USMLE Requirements.)

When deficiencies are noted in a resident's academic performance, these are discussed with the resident including recommendations for corrections. Depending on the level of the deficiencies, the resident may be subject to one of the following actions:

- **Performance Alert and Review (PAR)**
  - Written notice that current performance needs improvement in any or all of the ACGME competencies

- **Academic Deficiency and Remediation (ADR)**
  - A remediation action where a resident fails to comply with academic requirements
  - Poor clinical performance as documented by faculty evaluations
  - Poor performance on exams such as ABSITE
  - Minimum
  - Surgical skills below the level expected, as documented by faculty evaluations
  - Unprofessional or inappropriate actions or disruptive behavior
  - Failure to complete medical records or logs in a timely manner

Forms of remediation may include:
1. Repeating one or more rotations
2. Participation in a special program;
3. Continuing in scheduled rotations with or without special conditions;
4. Supplemental reading assignments;
5. Attending undergraduate or graduate courses and/or additional clinics or rounds; and/or
6. Extending the period of training.
7. The resident may also be referred to the Resident Assistance Program if indicated.

**Repeat Academic Year**
- A resident will receive written notice 4 months prior to the end of the academic year of his/her requirement to repeat the academic year. If the primary reason(s) for non-promotion occurs in the last four months, notice will be provided as circumstances reasonably allow.
Determination by the department chair that the resident fails to correct a deficiency or that the deficiency or violation of University rules is of sufficient gravity to warrant dismissal, the resident may be dismissed without being placed on probation. However, the Program Director must consult with the Office of Graduate Medical Education prior to instituting a dismissal that is not preceded by a period of probation. In that instance, the resident may obtain review under the Graduate Medical Education policy of Academic Due Process. This policy is delineated in the housestaff manual.