

RESIDENT REAPPOINTMENT AND PROMOTION

Appointments are made on an annual basis with the general expectation of continuation within the one-year appointment and of reappointment annually throughout the duration of the residency period.

Reappointments are not automatic. Reappointments are based on meeting the required criteria for the resident to be promoted to the next academic year. Reappointment and promotion of a resident to the subsequent year of training requires satisfactory cumulative evaluations by faculty that indicate satisfactory progress in scholarship and professional growth. Individual programs must establish criteria for promotion and completion of the program. 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;
- Ability to teach others;
- Ability to undertake increasing levels of responsibility for patient care and supervision of junior residents and medical students;
- Attendance, punctuality, and availability;
- Adherence to rules and regulations in effect 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.

The passage of USMLE Step 3 is mandatory to advance to the PGY3 level. Please refer to GME Policy #111 – Medical License and Examination Requirements.

Those residents determined 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 remain at the same level of training for more than 24 months, excluding leave. A resident whose performance is determined to be satisfactory will advance until the completion of the program requirements.

MAXIMUM TIME AWAY FROM TRAINING: LEAVE DURATION and EXTENSION OF TRAINING LIMITS

A resident may not exceed a total of One Year Maximum away from training (e.g. 52 weeks) due to leave or as an extension of training for remediation purposes.

All leave programs, whether paid or unpaid, are counted. This includes cumulative time away due to personal and family issues, periods of statutorily mandated leave, participation in Tennessee Medical Foundation treatment programs, as well as extension of training time for remediation. The computation of days away includes weekends and holidays but does not include days away for regular Annual Leave and Sick leave. Also excluded are time away for Military Leave and Jury Duty. Time away from a “prelim” program will be included in the maximum duration for the follow-on categorical program. However, absences during a residency will not be included in a subsequent fellowship.

After the exhaustion of the One Year Maximum time away period, no further extensions of training will be granted, and the resident shall be terminated from training upon the next period of absence/extension.

The Maximum Time Away is separate from various Review Committee and Board requirements to extend training due to missed training time.

A Program Director may request additional time, in excess of the One Year Maximum, from the GME Office, in situations of exigent circumstances.

A nonrenewal is considered an adverse academic action and will therefore follow the GME Policy #610 – Remediation Actions.