

## University of Texas Southwestern – Graduate Medical Education Policies and Procedures

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**Policy Title and Number:** Promotion of Residents

**Original Date:** July 2010

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Next Revision Date: August 2012



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### PURPOSE

Resident physicians may be promoted to the next year of training if their performance indicates their ability to perform at the subsequent level as outlined in the conditions for reappointment in the resident agreement. Promotion to the next level of training and/or reappointment is made annually based on consideration of evaluation results and at the discretion of the Program Director and the Clinical Competence (or Education) Committee.

### PROCEDURE

1. The Program Director will obtain from the faculty, as well as from other pertinent sources and/or relevant committees, information on the performance of each resident.
2. Promotion will be based on performance evaluations and an assessment of the resident's readiness to advance to the next year of post graduate training (including, but not limited to, attainment of the ACGME Competencies at the respective level of education, experience, demonstrated ability, clinical performance, and professionalism). The Program Director will also take into account the appropriate program and institutional guidelines set by the Residency Review Committee (RRC), specialty board guidelines, institutional resources, and the relative merit of the individual compared to other residents.
3. Prior to considering promotion of said resident, the Program Director may offer a resident additional time in any given Post Graduate Year. The added time would allow the resident to achieve the required level of proficiency for promotion. A resident accepting this condition must be given a written summary of deficiencies, a delineation of the remediation program and the criteria for advancement.
4. If the resident is not promoted, he/she will receive written notice at least four months (120 days) prior to the end of current residency term as to his/her status in the program. However, if the primary reason(s) for the non-promotion and/or non-reappointment occur(s) within the four-month period preceding the end of appointment term, the Program Director will provide the Resident Physician with as much written notice of the intent not to promote and/or reappoint as circumstances permit. A decision not to promote a resident is subject to the Due Process and Appeal procedures set forth in UT Southwestern GME polices. A resident may choose to implement the Due Process procedure upon written notice of intent not to promote to next level of training.