

## Family Medicine APP Residency Program

### Remediation, Probation and Dismissal Policy

Concerns regarding APP resident performance may be referred by any faculty member to the Program Director for consideration for remediation. Other stakeholders (staff members, consultants, other residents) may bring concerns to a faculty member, who may then relay those concerns to the Program Director.

The Program Director may refer the concern to the Resident Remediation Committee (RRC) to review and provide formal recommendations.

It is expected that residents will participate in all aspects of the APP residency curriculum. If a resident receives below average evaluations, fails to adhere to ethical standards, fails to adhere to program policies, or fails to demonstrate proficiency in required skills or abilities set forth in the program learning objectives, the Program Director may refer the resident to the RRC for remediation. The RRC in collaboration with the resident will create a remediation plan. The plan will be provided in writing to the resident and the Program Director. The RRC may elect to include the Senior Associate Dean for Medical Education in making its decisions.

Failure to complete a remediation plan successfully may lead to dismissal from the program and/or termination of employment.

PA trainees may be dismissed from the APP Residency Program for failure to meet the qualifications of a Family Medicine APP Resident including but not limited to failure to obtain licensure and credentialing within the designated time, unacceptable professional conduct or sustained unacceptable performance. Performance is based on all trainee evaluations and assessments both written and discussions within the RRC committee. Dismissal will be considered in cases where significant deficiencies in professionalism or clinical performance are identified, remedial training is provided, and there is either failure to improve based on defined metrics or there is continued worsening of these deficiencies.

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The RRC consists of:

Leadership: Medical Director of the APP Residency

Faculty/Staff: Vice Chair for Education/Residency Program Coordinator

The APP Resident Remediation Committee (RRC) is chaired by the APP Residency Medical Director and includes the Vice Chair for Education and Program Coordinator. The RRC provides recommendations to the APP Residency Program Director, regarding resident performance. This includes reviewing deficiencies in meeting program requirements, review of any remediation process, and recommendations for dismissal. The RRC is responsible for reviewing APP resident evaluation data and making recommendations to the Program Director. The committee will meet on an as needed basis at the request of the Program Director if a resident is identified as having performance concerns. The RRC will provide a written summary of its meetings and recommendations.