Title: RESIDENT ADVANCEMENT IN THE TRAINING PROGRAM

Prepared By: Director, Graduate Medical Education
Graduate Medical Education Committee

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Authorized by: Graduate Medical Education Committee
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Resident Advisory Council

Policy

Reappointment to a post-M.D. position for subsequent years of training is not automatic. It shall be subject to annual review and be contingent on satisfactory performance. Advancement to the next level of training shall be recommended by the Residency Evaluation and Promotion Committee to the Program Director and shall be based on performance standards set by the REPC and the appropriate certifying board. Written notice of reappointment or non-reappointment shall be provided to each resident. Notification of reappointment shall be provided annually to residents who have successfully completed the preceding year of training, who meet the promotion criteria and are being recommended for continuation to the next year. This notification of reappointment must also be filed annually with the Office of Graduate Medical Education.

Each residency Training Program is required to have clearly stated criteria for advancement of residents to the next level of training. These criteria must be based on evidence of satisfactory progressive scholarship and professional growth of the trainee, including demonstrated ability to assume graded and increasing responsibility for patient-related care. Such promotion shall be based solely upon:

1. Evaluation of the knowledge, skills, and professional growth of the trainee. Such evaluation shall use criteria and procedures appropriate to the particular residency program.
2. Assessment of the trainee’s clinical performance based on performance standards.
4. The trainee’s ability to advance to a position of higher responsibility on the basis of an
evaluation of their readiness for advancement.

Advancement to a subspecialty program is not considered a right of logical expectation of a
resident. Appointment to a subspecialty program at OSU Medical Center is made in
accordance with the National Residency Matching Program, if applicable. If there is no
matching program, selection will be based upon guidelines approved by the institutional
Graduate Medical Education Committee.

Procedure

1. **Residency Evaluation and Promotion Committee (REPC)**

   Each residency program shall have an REPC. The membership of each individual REPC
   shall be determined by the individual program and, in addition to the Program Director,
   may include faculty, administrators and residents.

   The REPC shall have the following functions:

   A. To certify that residents have met the academic criteria for promotion;
   B. To periodically review the performance, academic and otherwise, of residents;
   C. To recommend feedback and counseling as needed, to correct deficiencies;
   D. To recommend non-renewal or remedial action for residents who have failed to
      make adequate progress;
   E. To recommend disciplinary action, including dismissal, of a resident who has
      failed to meet the criteria for continued employment according to academic and
      non-academic guidelines.

2. The REPC shall make recommendations on remedial actions, non-renewal, disciplinary
   actions (e.g., suspension) and dismissal to the Program Director or designee.

   A. Recommendations must be in writing.
   B. Recommendations of nonrenewal must be made at least sixty (60) days before end
      of the current contract period;
   C. Recommendations shall state reasons for recommendations and suggested action;
   D. The resident shall have the right to a hearing by the REPC or other committee as
determined by the Program Director and Director of Graduate Medical Education.

3. The Program Director shall make the promotion decision, based upon REPC
   recommendation, within 10 days of receipt of REPC recommendations. The promotion
decision will be in writing with copies personally delivered to the resident and the REPC.

4. Residents have the right to appeal and/or request a hearing in the case of any adverse
   promotion decision. Please reference *Resident Due Process and Fair Hearing Policy.*