

Promotion, Appointment Renewal and Dismissal Policy #0.09

I. Purpose

The purpose of this policy is to outline the expectation of how all KCU-GME Consortium-sponsored programs determine the criteria for promotion and/or renewal of a resident's appointment, per ACGME Institutional Requirements. Residents may be promoted to the next year of training if their performance is adequate and indicates their ability to perform at the subsequent level of training, as outlined in the conditions for reappointment in their agreement of appointment. Promotion to the next level of training and/or reappointment is determined based on consideration of evaluation results and at the discretion of the Program Director (PD) and the Clinical Competence Committee (CCC).

II. Policy

Promotion/Appointment Renewal

Each program must comply with this policy, including when action is taken to suspend or dismiss, or not to promote or renew the appointment of a residents.

Reappointment and promotion are dependent upon meeting the academic standards and curricular requirements of the program as well as an assessment of the resident's readiness to advance to the next year of training, including, but not limited to, attainment of the ACGME competencies at the respective level of education, achievement of specialty specific Milestones, experience, demonstrated ability, clinical performance, and professionalism. The PD must also consider guidelines set by the ACGME Review Committee, specialty board guidelines, and the relative merit of the individual compared to other residents.

As the position of resident involves a combination of supervised, progressively more complex and increasing responsibility in the evaluation and management functions of patient care, reappointment and promotion will be dependent upon evaluation and observation by faculty, nursing staff, patients, peers, and other healthcare providers who work with the resident.

Prior to considering promotion, the PD may offer a resident additional time in any given training year to 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 or corrective action program and the criteria for advancement.

Non-renewal of Appointment or Non-Promotion

In instances when a resident's agreement will not be renewed, a resident will not be promoted to the next level of training, or a resident will be dismissed, and the program must provide the resident with written notice of intent. The program must include a copy of the sponsoring institution's grievance and due process policies with the notification.

Grievances are limited to allegations of wrongful dismissal, wrongful suspension, wrongful nonrenewal of a resident agreement of appointment, or wrongful renewal of a resident agreement of appointment without promotion that do not align with rules, procedures, or policy in place. Being placed on probation or being suspended from clinical responsibilities are not grievable matters. The decision to suspend or place a resident on probation, dismiss, not renew, or renew without promotion is an academic responsibility and is the decision of the program.

Decisions resulting in probation, suspension, non-promotion, non-renewal, or dismissal are subject to the due process procedures if the matter is grievable.

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