



Policies and Procedures

Policy MFMR04	Resident Promotion, Renewal, and Dismissal
Effective Date:	07/01/2024
Reviewed/Revised Date:	
PEC Approval Date:	10/26/2022; 10/13/2023
References:	GMEC Resident Promotion, Renewal and Dismissal

**Purpose:** The purpose of this policy is to clearly define and provide supporting guidelines, for each ACGME accredited program at Methodist Medical Center of North Ridge in determining the criteria for promotion and/or renewal of a resident's/fellow's appointment.

**Policy:**

A. Promotion:

1. Throughout the course of the training program, residents/fellows are expected to acquire progressively increasing competence in the specialty/subspecialty in which they are training. Promotion to the next level of training, or graduation as it is applicable, is dependent upon the achievement of program-specific Milestones and ACGME Competencies of professionalism; patient care and procedural skills; medical knowledge; practice-based learning and improvement; interpersonal and communication skills; and systems-based practice.
2. The Clinical Competency Committee (CCC) will be responsible for determining each resident's/fellow's achievement of specialty-specific Milestones, as well as advising the Program Director regarding each resident's/fellow's progress in the program.
3. Promotion to the next training level will also be dependent upon:
  - a. Satisfactory attendance at required didactic sessions and conferences
  - b. Satisfactory completion of all required clinical rotations
  - c. Completion of all clinical logs and clinical and educational work hours
  - d. Compliance with professionalism, responsibility, or conduct, Institutional and program specific policies and procedures, and state or federal laws

B. Non-Renewal/Dismissal:

1. The Sponsoring Institution will ensure that each of its programs provides a resident/fellow with a written notice of intent when:
  - a. A resident's/fellow's agreement will not be renewed
  - b. A resident/fellow will not be promoted to the next level of training
  - c. A resident/fellow will be dismissed from the program
2. The Sponsoring Institution has a policy that provides residents/fellows with due process relating to the following actions regardless of when the action is taken during the appointment period: suspension, non-renewal, non-promotion, or dismissal.