

**CONEMAUGH MEMORIAL MEDICAL CENTER
GRADUATE MEDICAL EDUCATION POLICY**

RESIDENT/FELLOW PROMOTION POLICY

Purpose

To establish guidelines for the promotion of residents/fellows in the Conemaugh Memorial Hospital resident/fellowship programs.

Applies To

All Conemaugh Memorial Medical Center Graduate Medical Education training programs.

Policy

Graduate medical education programs will use recommended standards/criteria for promotion of residents/fellows.

Procedure

- A. The final responsibility for the decision to promote the resident/fellow rests with the program director.

- B. The program director with input from the Clinical Competency Committee will make the decision to promote the resident/fellow using performance criteria including:
 - 1. Written evaluations of rotations
 - 2. Proficiency exam scores
 - 3. Input from faculty, and
 - 4. Input from other appropriate sources

- C. The program director will consider guidelines set by:
 - 1. The appropriate educational accrediting organizations,
 - 2. Specialty board guidelines,
 - 3. Institutional resources,
 - 4. Relative merit of individual compared to other trainees, and
 - 5. Program guidelines in making the decision

- D. A program must follow the Disciplinary Action Policy when the resident's/fellow's agreement will not be renewed, when that resident/fellow will not be promoted to the next level of training, or when that resident/fellow will be dismissed.

References

IR-IV.C.1.a (Promotion, Appointment Renewal and Dismissal)

GMEC Revision: 2/2001, 1/2016, 3/2018

GMEC Review: 5/2009