

## RESIDENT REAPPOINTMENT AND PROMOTION

Appointments are made on a yearly basis with the expectation of continuation within the one-year appointment and of reappointment yearly throughout the duration of the residency period.

Reappointment and promotion of a resident to the subsequent year of training requires satisfactory cumulative evaluations by faculty that indicate satisfactory progress in scholarship and professional growth. Individual programs must establish criteria for promotion and completion of the program.

This includes demonstrated proficiency in:

- Each of the ACGME competencies:
  - Patient Care
  - Medical Knowledge
  - Practice-Based Learning and Improvement
  - Interpersonal and Communication Skills
  - Professionalism
  - Systems-Based Practice;
- Ability to teach others;
- Attendance, punctuality, and availability;
- Adherence to rules and regulations in effect at the University of Tennessee Health Science Center and each health care entity to which assigned;
- Other examples include satisfactory scores on examinations if designated for that purpose by specialty, research participation, etc.

Those residents judged by a program to have completed satisfactorily the requirements for a specific level of training will be promoted to the next higher level of responsibility unless the resident specifically is enrolled in a training track of limited duration, not designed to achieve full certification (e.g. a one-year preliminary position). No resident may remain at the same level of training for more than 24 months, exclusive of leave. A resident whose performance is judged to be satisfactory will advance until the completion of the program requirements.

When a resident will not be promoted to the next level of training, the program will provide the resident with a written notice of intent no later than four months prior to the end of the resident's current contract. If the primary reason for non-promotion occurs within the last four months of the contract period, the program will give as much written notice as circumstances reasonably allow.

If a resident's contract is not going to be renewed, the residency program must notify the resident in writing no later than four months prior to the end of the resident's current contract. If the decision for non-renewal is made during the last four months of the contract period, the residency program must give the resident as much written notice as possible prior to the end of the contract.

See GME Policy #630 - Academic Appeal Process