Stony Brook Medicine
Graduate Medical Education

Subject: GME0012 Evaluation and Promotion of Residents	**Published Date:** 04/09/2018
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Scope: SBM Stony Brook Campus	**Original Creation Date:** 11/24/2003

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Responsible Department/Division/Committee:

Graduate Medical Education Committee

Purpose:

SBUH has an established policy on Resident Evaluation and Promotion

Policy:

Clinical Competency Committee (CCC)

The program director must appoint a Clinical Competency Committee (CCC). There must be a minimum of 3 faculty members on the CCC, although additional members may be added.
The CCC should:
- Review all resident evaluations no less than semi-annually
- Prepare and ensure the reporting of Milestone evaluations of each resident semi-annually to the ACGME
- Advise the program director regarding resident progress, including promotion, remediation, and dismissal.

Each program must have a written description of the responsibilities of the CCC.

Formative Evaluation

The program must:

- Provide for faculty to evaluate resident performance in a timely manner during each rotation or similar educational assignment, and document this evaluation at the completion of the assignment.

- provide objective assessments of competence in patient care and procedural skills, medical knowledge, practice-based learning and improvement, interpersonal and communication skills, professionalism, and systems-based practice based on the specialty-specific milestones;

- use multiple evaluators (e.g., faculty, peers, patients, self, and other professional staff)

- document progressive resident performance improvement appropriate to educational level

- provide each resident with documented semi-annual evaluation of performance with feedback

Programs should utilize a variety of different assessment tools, such as global evaluation, 360-degree, self-evaluation, portfolio, shift cards, and focused evaluations. Programs are encouraged to innovate in developing and implementing formative evaluation tools.

The evaluations of resident performance must be accessible for review by the resident, in accordance with institutional policy.

Summative Evaluation

The specialty-specific Milestones must be used as one of the tools to ensure residents are able to practice core professional activities without supervision upon completion of the program.

The program director must provide a summative evaluation for each resident upon completion of the program. This evaluation must become part of the resident's permanent record maintained by the institution, and must be accessible for review by the resident in accordance with institutional policy. This evaluation must:

1. document the resident's performance during the final period of education, and

2. verify that the resident has demonstrated sufficient competence to enter practice without direct supervision.

Promotion

Each program should develop specific criteria for advancement/promotion to higher levels of medical training and graduation of its residents. The criteria for advancement shall be based upon achievement of specialty-specific Milestones which illustrate the resident's readiness to progress to the next stage of training.

1. Each year the program director will provide to the GMEC a list of the residents in their program whose contract will be renewed with or without Promotion. Residents for whom non-renewal or non-promotion is being considered should be notified of this no later than 4 (four) months prior to the beginning of the subsequent year of training. Exceptions to this policy may occur but must be reviewed with the Designated Institutional Official (DIO). If an exception is made, the resident must be notified of the intent to non-renew as soon as possible.

2. The decision to promote a resident shall be determined by the PD with the advice of the CCC.

3. Residents who have not met the standards of training performance may be at risk for non-promotion or non-renewal, as well as other actions as outlined in the Substandard Resident Performance policy (GME0009).

Definitions:

None

Procedures:

None

Forms: (Ctrl-Click form name to view)

None

Policy Cross Reference: (Ctrl-Click policy name to view)

None

Relevant Standards/Codes/Rules/Regulations/Statutes:

None

References and Resources:

None