



**Department of Medicine
Internal Medicine Residency Program**

RESIDENT EVALUATION, PROMOTION AND DISMISSAL PROCEDURES

EVALUATION

Each Internal Medicine resident is evaluated on a monthly basis after each rotation using the evaluation template set in place in E*Value system. The attending physician will also discuss the resident's performance with him or her at the conclusion of the rotation. These evaluations are discussed every six months during six-month reviews with the Program Director and/or Associate Program Director and the resident. Additionally, the Resident Evaluation Committee reviews the evaluations and discusses the performance of each resident on a biannual basis. The resident is given an opportunity to comment on his or her evaluation and can place a note in his or her file if so desired.

PROMOTION

The promotion of residents is determined on the basis of their monthly clinical evaluations, along with the deliberation of the Program Director and the Resident Evaluation Committee. Recommendations for promotion are made to the DIO in the Graduate Medical Education office, which offers final approval.

In general, each resident must obtain an overall rating in the satisfactory or higher range (5 to 9) on their annual evaluations. PGY 1 residents can be promoted to the PGY 2 level with an overall rating in the marginal range (4), but any future promotions would require a rating of 5 or higher.

If any significant deficiencies in a resident's performance are identified, they are discussed with the resident during his or her biannual review. Further, a plan for remediation will be set forth. If the resident fails to make satisfactory progress during this remediation, the resident may be dismissed or his or her contract may not be renewed.

DISMISSAL

A resident may be dismissed for just cause. Just causes include, but are not limited to the following:

1. Inability to complete training due to physical or mental illness.
2. Failure of the resident to abide by MUSC policies, GME policies, hospital by-laws, federal or state laws, or departmental policies.
3. Failure to maintain satisfactory levels of academic and clinical performance as determined by evaluations.
4. Any actions which directly violate the terms of the resident contract.
5. Any significant breach of professional conduct or behavior.

Recommendations for dismissal will be made to the Associate Dean for Graduate Medical Education based on the determination of the Program Director, Chairman of the Department, and the Resident Evaluation Committee. The resident has the right to appeal dismissal based on the department and institutional grievance procedures for residents (see GME policies).