

SUBJECT: Dismissal of Resident

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Termination of a Resident

The obligations of the Family Practice Resident are outlined in the contract agreement between the resident and United Hospital Center. The reasons for termination of the agreement and dismissal of the resident are also outlined in the contract.

The dismissal and termination of a resident will occur only if the faculty and director agree that there is no other course of action to satisfactorily remedy the situation. The Director will also obtain input from the Chief Resident. The Director may also discuss the situation with the DIO and Chief Executive Officer of United Hospital Center and/or the Vice President of Human Resources at United Hospital Center. The Director of the Family Medicine Residency will make the final decision to terminate a Family Medicine Resident. The decision to terminate a resident will occur only after the failure of less severe corrective actions to remedy the situation, when possible. Submission of false information, at the time of the application to the residency or interview for the residency may constitute grounds for immediate dismissal from the residency.

The Director will provide written notice to the Family Medicine Resident of his/her dismissal from the program. The resident will be reminded of his/her right to invoke the "Due Process: Grievance and Appeal Procedure" that exists for the Family Medicine Residency at the time of the dismissal. The resident will be reminded that "Procedural rights relative to termination/suspension" are also outlined in the contract agreement between the resident and United Hospital Center.

Non-renewal of Resident Appointment

In instances where a resident's contract will not be renewed, or when a resident will not be promoted to the next level of training, the Program Director will notify the resident in writing no later than four months prior to the end of the resident's current contract. If the primary reason for nonrenewal occurs within the four months prior to the end of the contract, the program director will provide the resident with as much written notice of the intent not to renew as the circumstances will reasonably allow prior to the end of the contract.

Residents are allowed to implement the “Due Process: Grievance and Appeal Procedure” if they receive written notice of intent not to renew their contract or promote to the next level of training.