

**The University of Oklahoma
College of Medicine**

Area: Graduate Medical Education

Number: 716

Title: Resident Evaluation and Promotion

POLICY

Appointments to a Graduate Medical Education (GME) program sponsored by the University of Oklahoma College of Medicine are for one (1) year unless terminated earlier. Appointments to any given level of training are based on a resident meeting eligibility standards and demonstrating appropriate performance, professionalism, level of competency, and readiness for required levels of responsibility. While it is anticipated that the majority of residents will be offered reappointment and promotion through all required levels of training, initial appointment or subsequent reappointment to a residency does not, in and of itself, guarantee promotion and/or continued employment.

A. Evaluation and Academic Determinations:

Faculty and program directors use a variety of methods and tools to regularly evaluate residents regarding their attainment of required competencies. Programs may incorporate evaluation methods that include peers, nursing staff, and patients in the process. Other recognized methods of evaluation that provide assessment of core competencies outlined by the Accreditation Council for Graduate Medical Education (ACGME) may be added by programs on an ongoing basis. Evaluation of resident performance and competency occurs in many different environments, including but not limited to the following: inpatient unit activities, outpatient clinics, conferences, seminars, and journal clubs. Accreditation standards require that each program's Clinical Competency Committee has a comprehensive discussion with respect to every resident's performance over time. This comprehensive group review brings together multiple evaluative perspectives that can reveal patterns of performance often missed by individual evaluator assessments completed at any single point of time.

Evaluation of resident performance must comply with accreditation standards, including completion of evaluations and accessibility for review by residents in a timely manner following completion of each assignment.

All residency programs must define the performance criteria and expected levels of competency for learners at each level of training including criteria for promotion and/or renewal of a resident's appointment in the training program. These criteria and expectations, as well as assessment of the resident's readiness for promotion, are based upon the objective that residency training is a progressive development of knowledge, professionalism, and clinical competency that supports the learner assuming increasing levels of responsibility for patient care under the supervision of the faculty. The University, through its faculty, clinical competency committees and residency

program directors, uses appropriate evaluative processes to make academic determinations regarding performance and level of competency, professional conduct, suitability for continued training, readiness for higher levels of responsibility, and eligibility for specialty certification of its **resident physicians**. The final determination of the adequacy of a resident's performance, his or her degree of competency, and progression toward independent practice rests with the program's Program Director under advisement from the Clinical Competency Committee.

Each program will maintain appropriate documentation of its evaluations and competency assessments. Also, as required by accrediting bodies, each program will provide appropriate feedback to residents, report competency-based milestone assessments to the accrediting body, and complete summary assessments that become part of the resident's permanent academic record.

Each program must provide a resident with a written notice of intent when that resident's agreement will not be renewed, when that resident will not be promoted to the next level of training, or when that resident will be dismissed.

B. Reappointment and Promotion:

Reappointment with promotion to a higher level of postgraduate training is based upon the program's academic determination that the resident has:

1. Satisfactorily completed all required curricular and program requirements for the current level of training.
2. Met the performance standards of the program;
3. Demonstrated consistent and sustained ability to perform at the expected levels of competency for his or her level of training;
4. Obtained the required type of licensure for the next level of training; and
5. Met all requirements for promotion as relates to a specific Administrative Academic Action (if applicable) and is not on a Corrective Action Plan.
6. Programs must provide residents not meeting requirements for reappointment or promotion with written notice of non-renewal, non-promotion, or dismissal.

Note:

1. Candidates for reappointment and promotion must fully understand the impact that Administrative Academic Actions can have, including but not limited to Suspension, Non-promotion, Non-renewal of Resident Agreement, and or Termination (see GME policy 731). Any resident on a Corrective Action Plan (CAP) will not be promoted to the next level of training until all requirements of the CAP have been successfully completed to the program's satisfaction. CAP's are a common reason that promotions are delayed.
2. Candidates for any reappointment must also meet all eligibility requirements as outlined in the OU College of Medicine GME Policy 711 Resident Eligibility and Selection. Copies of all applicable policies are available on the GME Website.
3. Residents may be denied appointment or renewal to a position if the resident is dismissed, removed, or denied clinical access to any participating site, or should the resident willfully refuse to participate in a required rotation. The Sponsoring Institution is not obligated to provide alternative clinical participating sites in the event the resident is excluded or willfully refuses to participate at a participating site. In all cases, the CCC shall consider the

facts and circumstances and make a recommendation to the Program Director regarding non-renewal or reappointment and the Program Director has final decision-making authority about resident termination or non-renewal of contract.

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Approved By: Graduate Medical Education Committee

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