



## Cherokee Nation Health Services

### Medical Residency Program – Conditions for Reappointment and Promotion to Next Year of Program

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#### PURPOSE

The purpose of this policy is to provide the conditions under which the Resident may advance through the Cherokee Nation Family Medicine Residency Program.

#### POLICY

Appointments, promotions, and reappointments are decided upon annually for each resident. The Program will determine which residents will be promoted to the next post-graduate year (PGY), and which will not, by June 15 of each academic year to allow adequate time to notify the Sponsoring Institution of any resident who will not be promoted and to allow for timely completion of reappointment contracts.

Reappointments are based on the resident meeting program requirements, which are based off established guidelines that can be found through the Accreditation Council for Graduate Medical Education (ACGME) program requirements. Reappointments are not automatic.

Reappointments allow residents to be advanced to the next academic year, but this advancement does not necessarily indicate promotion. Promotion requires satisfactory progress via cumulative evaluations, professional growth, and scholarly evaluation by faculty through the Clinical Competency Committee (CCC).

The CCC, in collaboration with the Program Director, determines if the resident has met established criteria for promotion throughout the program. This includes documented and demonstrated proficiency in the ACGME competencies of:

- Patient Care
- Medical Knowledge
- Practice Based Learning and Improvement
- Interpersonal and Communication Skills
- Professionalism
- Systems Based Practice
- Osteopathic Principles and Practice

Promotion from PGY-1 to PGY-2 also requires passage of the Comprehensive Osteopathic Medical Licensing Examination (COMLEX) Level 3 or United States Medical Licensing Examination (USMLE) Step 3.



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No resident can remain at the same PGY level longer than 24 months, exclusive of leave. A resident who has left the program for a period longer than three months may be subject to additional testing to assure that their skills and abilities have not deteriorated to a level that would suggest that re-entry may require additional adjustments to their training schedule. Residents who have left the program for a period of longer than one year may be subject to dismissal, non-renewal, be required to re-enter the program as a PGY-1, or may be allowed to re-enter the program at the PGY level immediately prior to leave with precautions in place to assure that patient quality and safety are closely monitored and prioritized, based upon an evaluation of the resident's skills upon re-entry.

The Program will provide the resident with written notice of intent when that resident agreement is not renewed, when that resident will not be promoted to the next level of training, or when that resident will be dismissed. Non-renewal, failure to promote and dismissal are reviewable disciplinary actions as outlined in the Academic and Non-Academic Grievances, Academic Disciplinary Actions, and Due Process Policy.

Residents who are requested to repeat a year (or a portion thereof) in the training program, they will continue to be paid at the same PGY level for the repeated time. Any additional educational stipends offered to residents (outside of salary and benefits) may be continued at the discretion of the Program.