



NOTICE OF CONCERN REGARDING TRAINING PROGRESS

The form below details the general process for dealing with a resident's failure to adequately progress in training.

UTHSCSA Department of Urology

Date:

Resident:

Area of Deficiency

Explain any verbal or other contacts that have led to this issue

Explain the area in detail with specifics

Documents:

Evaluations

Comments

Complaints

Actions by HCO/Hospitals

Discuss the core competency area that is at risk

Professionalism

Medical Knowledge

Practice-based learning & improvement

Patient Care and Procedural Skills.

Systems-Based Practice.

Interpersonal and Communication Skills.

Performance standards deficiency

Explain immediate consequences in detail. These could be any of the list below.

Consequences of persistence of the deficiency

Academic Status (Departmental)

Suspension of Privileges (Departmental)

Probation (GME Reviewable & Reportable to TMB)

Non-renewal of contract (GME Reviewable & Reportable to TMB)

Non-Promotion (GME Reviewable & Reportable to TMB)

Termination (GME Reviewable & Reportable to TMB)

Resident Response:

Please provide a detailed explanation of your side of the problem.

Please also provide your proposal for remediation.

Opportunity to Improve:

Faculty, Program Director, Assistant Program Director, CCC review and plan:

Has there been adequate documentation of the problem?

If so, is the process of remediation proposed by the resident realistic?

If so, develop a timeline, remediation plan, and milestones to be achieved to consider the issue resolved.

Fail and Open Due Process:

Review of progress at timeline interval:

Success – write short report and return to regular status

Failure - proceed to consequences

Restart the process at each level of consequences

Hierarchy of Consequences of Deficiency:

Academic Status (Departmental)

Suspension of Privileges (Departmental)

Probation (GME Reviewable & Reportable to TMB)

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