



NOTICE OF CONCERN REGARDING RESIDENCY PROGRAM 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 Name:

Area of Deficiency

Explain any verbal or other contacts that have led to this issue. Explain the area in detail with specifics.

Supporting Documents:

- Evaluations
- Comments
- Complaints
- Actions by HCO/Hospitals

Discuss the core competency area (s) 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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