

Department of Anesthesia

Title:

Promotion of Residents

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Attachments:

None

Purpose

To establish a policy for post-graduate training in Anesthesia at MedStar Georgetown University Hospital to use in the promotion and appointment of house officers to the next level of post-graduate training.

Scope

This policy will apply to the Anesthesia Residency Program at MedStar Georgetown University Hospital. All information contained in this policy shall be used as minimum criteria for promotion.

Definitions

House Staff or House Officer – All residents (CA1, CA2, & CA3) enrolled in the MedStar Georgetown University Hospital Anesthesia post-graduate training program.

Remediation – the act or process of remedying or correcting; see Policy for Fair Hearing.

Probation – A formal level of academic or professional discipline; see Policy for Fair Hearing.

Responsibilities/Requirements

- A. The decision to re-appoint and promote a house officer to the next level of post-graduate training in Anesthesia will be done annually by the program director upon review of the house officer's performance.
- B. The program director will consider all evaluations of the house officers' performance (refer to the Policy of Evaluation of House Officers) and other criteria deemed appropriate and as weighed by the Clinical Competence Committee within the Department. While not binding on the Program Director, the opinion of the Clinical Competency Committee will always be accepted, unless a written reversal is issued by the Program Director.
- C. The MedStar Georgetown University Hospital policy requires the Program Director to communicate promotional decisions to the Office of Graduate Medical Education, in writing, no later than February 1st of each year. If the program director decides not to promote a house officer, the program director will officially notify the house officer in writing of the reason for withholding the promotion.
- D. Any house officer pending promotion due to academic performance should be placed on either Departmental Remediation or Institutional Probation (refer to the Policy Evaluation of House Staff Officers and the Policy for Fair Hearing).

- E. In the event that a house officer is on Departmental Remediation or Institutional Probation at the time of contract renewal, the program director may choose to extend the existing contract for the length of time necessary to complete the remediation process, not to exceed six months, or to promote the house officer to the next level. IF the house officer's performance continues to be unsatisfactory, he/she may either be placed on the next level of discipline or terminated.
- F. A house officer may request a Fair Hearing in the case of contract extension or non-renewal (refer to the Policy for Fair Hearing)
- G. In no case is the Program Director obligated to sign-off on the Clinical Competency forms of the American Board of Anesthesiology (ABA) for either 6 months of training credit or for admission to the ABA examination process while any of the above actions or appeals are pending.

Russell T. Wall, MD
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