

## RESIDENT REAPPOINTMENT AND PROMOTION

Appointments are made on a yearly basis with the general expectation of continuation within the one-year appointment and of reappointment yearly throughout the duration of the residency period.

Reappointments are not automatic. Reappointments are based on meeting the required criteria for the resident to be promoted to the next academic year. Reappointment and promotion of a resident to the subsequent year of training requires satisfactory cumulative evaluations by faculty that indicate satisfactory progress in scholarship and professional growth. Individual programs must establish criteria for promotion and completion of the program. This includes demonstrated proficiency in:

- Each of the ACGME competencies:
  - Patient Care
  - Medical Knowledge
  - Practice-Based Learning and Improvement
  - Interpersonal and Communication Skills
  - Professionalism
  - Systems-Based Practice;
- Ability to teach others;
- Ability to undertake increasing levels of responsibility for patient care and supervision of junior residents and medical students;
- Attendance, punctuality, and availability;
- Adherence to rules and regulations in effect at the University of Tennessee Health Science Center and each health care entity to which assigned;
- Other examples include satisfactory scores on examinations if designated for that purpose by specialty, research participation, etc.

The passage of USMLE Step 3 is mandatory to advance to the PGY3 level. Please refer to GME Policy #111 – Medical License and Examination Requirements.

Those residents judged by a program to have completed satisfactorily the requirements for a specific level of training will be promoted to the next higher level of responsibility unless the resident specifically is enrolled in a training track of limited duration, not designed to achieve full certification (e.g., a one-year preliminary position). No resident may remain at the same level of training for more than 24 months, exclusive of leave. A resident whose performance is judged to be satisfactory will advance until the completion of the program requirements.

A nonrenewal is considered an adverse academic action and will therefore follow the GME Policy #610 – Remediation Actions.