

RESIDENT REAPPOINTMENT AND PROMOTION

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

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;
- 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.

USMLE Step 3 Requirement

All residents are required to pass USMLE Step 3 before they can advance to the PGY 3 level. All residents on the standard cycle must register for Step 3 no later than February 28th of the PGY 2 year. Failure to register for the exam by the February 28th will result in the resident being placed on leave without pay until proof of registration is provided to the Program Director and GME Office. Resident scores not provided to the GME Office and Program Director by February 28th of their PGY2 year will receive a non-renewal notice until a passing score is turned in prior to June 30th. Residents must provide proof of passage by June 30th to be promoted to the PGY 3 level. Failure to provide proof of passage by June 30th will result in non-renewal of the resident's contract and the resident will be terminated from the program. It is the responsibility of the resident to provide the necessary proof to the Program Director and GME Office.

Residents that are off cycle must register for the exam no later than the end of the 8th month of training during the PGY 2 year or be placed on leave without pay until registered. Proof of passage must be provided no later than the last day of the PGY 2 year or the resident contract will not be renewed and the resident will be terminated from the program.

Any Agreement of Appointment or offer letter to begin training at the PGY3 or higher level will be contingent upon passing Step 3 (or equivalent exam). Accepted or matched residents and fellows who have not passed Step 3 (or equivalent exam) prior to their scheduled start date do not meet eligibility requirements for entering programs at the PGY3 or high level and will be released from their appointment. Any program that releases a resident or fellow who

matched through the NRMP will be required to obtain a waiver from NRMP. The waiver must be granted before offering the position to another applicant.

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.

When a resident will not be promoted to the next level of training, the program will provide the resident with a written notice of intent 30 days prior to the end of the resident's current contract. If the primary reason for non-promotion occurs within the last 30 days of the contract period, the program will give as much written notice as circumstances reasonably allow.

If a resident's contract is not going to be renewed, the residency program must notify the resident in writing 30 days prior to the end of the resident's current contract. If the decision for non-renewal is made during the last 30 days of the contract period, the residency program must give the resident as much written notice as possible prior to the end of the contract.