



NOTHING CONTAINED IN THIS POLICY OR IN ANY OTHER POLICY CREATES A CONTRACT RIGHT. CONSISTENT WITH SOUTH CAROLINA LAW, ALL TEAM MEMBERS ARE EMPLOYED "AT WILL," WHICH MEANS THAT THE TEAM MEMBER HAS THE RIGHT TO TERMINATE HIS OR HER EMPLOYMENT AT ANY TIME, WITH OR WITHOUT NOTICE OR CAUSE, AND THAT PRISMA HEALTH AND/OR ITS AFFILIATED ENTITIES RETAIN THE SAME RIGHT.

### PROMOTION AND REAPPOINTMENT

<b>Approved Date:</b>	<b>Effective Date: 07/01/2020</b>	<b>Review Date: 07/01/2022</b>
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**Scope:**

Prisma Health-Midlands		Prisma Health-Upstate	
X	Prisma Health Baptist Hospital	X	Prisma Health Greenville Memorial Hospital
X	Prisma Health Baptist Parkridge Hospital	X	Prisma Health Greer Memorial Hospital
X	Prisma Health Richland Hospital	X	Prisma Health Hillcrest Hospital
X	Prisma Health Tuomey Hospital	X	Prisma Health Laurens County Hospital
X	Prisma Health Children's Hospital-Midlands	X	Prisma Health Oconee Memorial Hospital
X	Prisma Health Heart Hospital	X	Prisma Health North Greenville Hospital
X	PH USC Medical Group	X	Prisma Health Patewood Hospital
X	Provider based facilities associated with Prisma Health-Midlands hospitals	X	Prisma Health Surgery Center - Spartanburg
		X	Prisma Health Marshall I. Pickens Hospital
		X	Prisma Health Children's Hospital-Upstate
		X	Prisma Health Roger C. Peace Hospital
		X	Prisma Health Baptist Easley Hospital
		X	University Medical Group UMG/PIH
		X	Provider based facilities associated with Prisma Health-Upstate hospitals

#### Policy Statement

Residents/Fellows are promoted and reappointed on the basis of acceptable periodic evaluations by the resident's/fellow's GME program. Evaluations may include written or oral competency examinations or other evaluation tools/processes. Promotion and reappointment is made by recommendation of the program director and the programs' appropriate committee, with final approval of GMEC. Non-renewal of a contract is an act of termination and will be exercised for unsatisfactory performance or other issues.

#### Associated Policies and Procedures

Academic and Professional Improvement  
 Evaluation of Residents/Fellows  
 Resident Dismissal  
 Grievance and Due Process  
 USMLE Step 3

#### Definitions

**Clinical Competency Committee:** program-specific committee comprised of individuals who teach and evaluate the residents/fellows in that program; responsible for reviewing all residents/fellows semi-annually, determining progress on Milestone, and advising the Program Director on resident/fellow progress

**Evaluation:** process/form by which a resident/fellow is reviewed based on his/her work in a clinical or professional setting.

**Promotion:** the advancement of a resident/fellow to the next consecutive post graduate year of training

**Reappointment:** the decision to continue a resident/fellow in a current training program

### **Responsible Parties**

GMEC  
GME Office  
Program Director  
Residents/Fellows  
DIO

### **Equipment Needed**

*None*

### **Procedural Steps**

- a. Each department reviews the resident/fellow's evaluations for the preceding academic year, including CCC reviews.
- b. If it is determined by the department's committee (utilizing departmental criteria that are approved by the GMEC) that the resident/fellow is eligible for promotion, this recommendation is forwarded to the GMEC.
- c. An additional requirement is the successful completion of all levels of the appropriate licensing examination: Step 3 of the United States Medical Licensing Exam (USMLE) or the equivalent National Board of Osteopathic Medical Examiners (NBOME) Step 3 and COMLEX Step 3. Documentation of successful completion must be provided to the Program Director and entered into the residency management software system. *See Separate USMLE Step 3 Policy.*
- d. The programs provide promotions lists and the GMEC acts on each program's recommendations no later than the month preceding promotion or graduation.
- e. Should deficiencies result in a resident/fellow not being promoted, a plan for academic improvement is developed by the resident/fellow's Program Director with the guidance of the Academic Advisory Committee and GME leadership approval.
- f. In the event that a program determines a resident/fellow's agreement of appointment should not be renewed, or that a resident/fellow should not be promoted to the next level of training, the Program Director must present the program's recommendation to the GMEC before the end of the resident/fellow's current agreement of appointment. Upon approval of the GMEC, the Program Director must provide as much written notice of intent not to renew or promote to the next level of training to the resident/fellow as circumstances reasonably allow, but no later than prior to the end of the resident/fellow's current agreement of appointment.
- g. Should a resident/fellow receive a written notice of intent not to renew the agreement of appointment, or of intent to renew the agreement but not promote, the resident/fellow will be allowed to begin the grievance process.

### **References**

ACGME Common Program Requirements, V.A.3.b

### **Appendices**

*None*