

# RESIDENT HANDBOOK SECTION VI: ACADEMIC ACTIONS

## PERFORMANCE IMPROVEMENT AND REMEDIATION

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### INTRODUCTION

- I. The goal of performance improvement and remediation is to improve the resident's performance and/or correct a deficiency in an effort to retain the resident in the program.
- II. Identified deficiencies may be in academic, clinical, and/or professionalism domains. All of these categories are eligible for either a performance improvement plan (PIP) or a remediation plan.

### POLICY

- I. It is the responsibility of the department to identify residents who may benefit from a PIP and/or a remediation plan, and to offer guidance, counseling, and supervision to aid the resident in correcting the deficiencies during the performance improvement or remediation period.
- II. It is the responsibility of the resident to correct the deficiencies identified in the PIP or Remediation Plan and to comply with the requirements of the plan.
- III. The decision to employ performance improvement and/or remediation rests with the Departmental Clinical Competency Committee. The implementation of performance improvement and/or remediation is the responsibility of the program director. The Clinical Competency Committee (CCC) may make its determination at any regularly scheduled meeting, or at a meeting scheduled outside of its regular meeting timeframe, if necessary.
- IV. In limited situations where it would not be feasible to convene the CCC in a timely manner so as to be responsive to a resident's need for performance improvement or remediation, a program director may make the decision to implement performance improvement or remediation. The decision must be made in collaboration with the associate program director, department chair and the associate dean for graduate medical education.
- V. Except as indicated in this paragraph below, a PIP may only be offered one time to a resident. Thereafter, a remediation plan shall be implemented, which is generally reportable on licensing applications and credentialing forms. In the event a PIP is implemented as a result of poor performance on an In-Training Exam prior to being placed on remediation.

ii.



- f. The program director or department chair may recommend or institute revisions or other