

# RESIDENT HANDBOOK

## SECTION III: TRAINING ENVIRONMENT

### RESIDENT APPOINTMENT AND REAPPOINTMENT

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#### INTRODUCTION

- I. Appointment to graduate medical education (GME) programs is based upon the selection process of the individual program and occurs annually for the university fiscal year. Other conditions of appointment are addressed in Title IV, Chapter 7, Section 2 of the Board of Regents Handbook.
- II. Reappointment to the next PGY level is dependent on the resident's satisfactory performance and evaluation in all aspects of the program requirements as well as passage of the necessary United States Medical Licensing Examination (USMLE) steps leading to unrestricted licensure.
- III. Notwithstanding the provisions of Nevada System of Higher Education (NSHE) Code section 5.9.1, notice of non-reappointment must be given no later than four months prior to the ending date of the current contract:
  - a. If the primary reason(s) for non-reappointment occur(s) within the four months prior to the ending date of the current contract, then the resident will be given as much notice of non-reappointment as the circumstances reasonably allow prior to the ending date of the contract.
  - b. All notifications of non-reappointment must be in writing
  - c. A resident who has received a notice of non-reappointment may seek review of the non-reappointment through the Kirk Kerkorian School of Medicine at UNLV Resident Due Process policy.
- IV. A program may require additional time of training for the resident for academic performance reasons or to make up for excessive leave time away from the program.
  - IV. Residents on performance improvement, remediation, or probation must be notified as specified in their conditions for remediation or probation before they will be reappointed.
  - V. To assist the program director in making such decisions, each program will have a Program Competency Committee (CCC). This committee will:
    - a. Process:
      - i. Be comprised of program faculty (at least three) and include representatives from all departments where the resident has received training. The resident may not participate on CCCs. Extra – year chief resident may participate on committee but not vote.

- ii. Meet at least semiannually or more frequently as determined by the program director.
  - iii. Keep minutes or complete individual documentation for each resident which is placed in their respective portfolios/files and can be available for review by the associate dean for GME.
  - iv. Meet in emergency session if requested by the program director.
- b. Function:
- i. Help decide the advancement of residents as well as proper interventions for residents who are not progressing satisfactorily.
  - ii.

- b. Unsatisfactory performance on program evaluations.
  - c. Professional misconduct (Nevada Revised Statutes NRSs 630.301 through 630.3066, are attached as Appendix II for definition of professional misconduct).
  - d. Any failure to adhere to program requirements established by individual programs and their directors.
- VIII. The specific criteria for resident evaluation and promotion must be consistent with the requirements of the Residency Review Committee, the Specialty Board, or other agencies that promulgate educational standards for certification of that discipline.
- a. Residents may access information regarding requirements for their specific specialty boards for eligibility to take the examinations as follows:
    - i. [American Board of Emergency Medicine](#)
    - ii. [American Board of Family Medicine](#)
      - 1. Family Medicine (including the rural program)
      - 2. Sports Medicine
    - iii. [American board of Internal Medicine](#)
      - 1. Internal Medicine
      - 2. Cardiology
      - 3. Gastroenterology
      - 4. Pulmonary Critical Care
    - iv. [American Board of Obstetrics and Gynecology](#)
    - v. [American Board of Otolaryngology](#)
    - vi. [American Board of Orthopaedics](#)
    - vii. [American Board of Pediatrics](#)
    - viii. [American Board of Plastic Surgery](#)
    - ix. [American Board of Psychiatry and Neurology](#)
      - 1. Psychiatry
      - 2. Child Psychiatry
    - x. [American Board of Surgery](#)
      - 1. Surgery
      - 2. Surgical Critical Care
- IX. Any failed remediation or probation for any resident will result in review by the standing Graduate Medical Education Committee (GMEC) Resident Performance Committee, who will review the allegations, conduct an investigation, and if necessary, request a hearing of said actions. This review will be part of the institution's progressive performance review.
- a. Step 1 – review by the department's performance review committee and remediation assigned.
  - b. Step 2 – review by the GMEC performance review committee and assessment made.
  - c. Step 3 – appeal to the dean for final decision (if requested by the resident in question).

X. Inappropriate use of information systems or information technology violates NSHE and or Kirk Kerkorian School of Medicine at UNLV policies and is grounds for disciplinary action to include dismissal/termination from the program.

XI.

- e. A copy must be forwarded to the Office of GME.
- f. Immediate notification of the resident's status **MUST** be made to the Nevada State Board of Medical Examiners or the Osteopathic Medical Board.

Approved by Graduate Medical Education Committee April 2017

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