

GME 23 / GPR 06

POLICY:

Disciplinary Action and/or  
Dismissal of a Resident/Fellow


RESPONSIBLE DEPARTMENT:


Administration  
Family Medicine Asheville  
Addiction Medicine Fellowship  
Sports Medicine Fellowship  
Family Medicine Boone  
Sports Medicine Fellowship  
Family Medicine Hendersonville  
Gen Practice Dental Residency  
General Surgery  
Critical Care Surgery Fellowship  
Internal Medicine  
Obstetrics and Gynecology  
Maternal Fetal Medicine  
Psychiatry  
Child & Adolescent Fellowship  
Consultation-Liaison Fellowship  
Transitional Year

APPROVED BY:

 11-15-21  
CEO Date

 7-21-21  
Designated Institutional Official Date  
Graduate Medical Education

 7/21/21  
Program Director Date  
Family Medicine Residency - Asheville

 10/20/21  
Program Director Date  
Family Medicine - Boone

 8/13/21  
Program Director Date  
Family Medicine - Hendersonville


 9/29/2021  
Program Director Date  
Sports Medicine Fellowship - Asheville

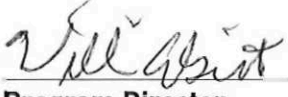
 10-21-21  
Program Director Date  
Sports Medicine Fellowship - Boone

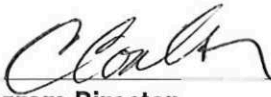
  
\_\_\_\_\_  
Program Director                      Date  
Addiction Medicine Fellowship


  
\_\_\_\_\_  
Program Director                      Date  
General Surgery Residency

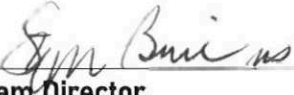
  
\_\_\_\_\_  
Program Director                      Date  
Critical Care Surgery Fellowship

  
\_\_\_\_\_  
Program Director                      Date  
Internal Medicine Residency


  
\_\_\_\_\_  
Program Director                      Date  
Obstetrics & Gynecology Residency


  
\_\_\_\_\_  
Program Director                      Date  
Maternal Fetal Medicine Fellowship

  
\_\_\_\_\_  
Program Director                      Date  
General Practice Dental Residency

  
\_\_\_\_\_  
Program Director                      Date  
Psychiatry Residency

  
\_\_\_\_\_  
Program Director                      Date  
Child & Adolescent Psychiatry Fellowship

  
\_\_\_\_\_  
Program Director                      Date  
Consultation-Liaison Psychiatry Fellowship

  
\_\_\_\_\_  
Program Director                      Date  
Transitional Year Residency

**PURPOSE:**

To ensure that all of MAHEC's Graduate Medical Education (GME) programs meet or exceed the Institutional Requirements and Special Requirements of the Accreditation Council for Graduate Medical Education (ACGME) and its Resident Review Committees (RRC) and the Commission on Dental Accreditation (CODA).

**POLICY:**

MAHEC reserves the right to take disciplinary action and/or dismiss a resident/fellow in keeping with MAHEC employment policies and the policies and procedures adopted by the Graduate Medical Education Committees (GMECs).

MAHEC may elect to discipline or dismiss a resident/fellow due to, but not limited to the following reasons:

1. Professional misconduct
2. Endangering the health or safety of patients, employees, or others
3. Unsatisfactory performance and/or progress in the GME/GPR program
4. Abandonment of position/employment or resident/fellow responsibilities
5. Violation of the institutional or program's policies and procedures

6. Violation of MAHEC's employment policies and procedures
7. Violation of Resident Contract/Letter of Agreement

The Designated Institutional Official (DIO) and the GME Office must be notified in advance of placing a resident/fellow on probation and must review the written documentation for the probationary period prior to meetings and/or discussions with the resident/fellow. The GME Office will involve Talent Management (TM) in the process. A signed copy of the written document for the probationary period will be emailed to the GME Office and Talent Management.

The Program Directors will keep the GME Office informed in a confidential and appropriate manner regarding the resident/fellow progress in meeting the terms of probation, including when the resident/fellow is returned to satisfactory academic standing.

Dismissal of a resident requires consultation with the DIO for GME, and prior approval of the Chief Executive Officer. The GME Office will involve Talent Management in the process. When a resident/fellow is dismissed, the Resident/Fellow Contract/Letter of Agreement is terminated, and the financial obligation of MAHEC ceases. If circumstances permit, the resident/fellow will be given seven (7) days advance notice in writing from the Program Director.

If a letter of resignation is submitted by the resident/fellow as an alternative to a disciplinary process and/or nonrenewal of the resident/fellow contract, the Program Director follows ACGME/CODA requirements for sharing information regarding resident/fellow performance.

**PROCEDURE(S):**

1. All GME Programs will comply with MAHEC's employment policies and procedures regarding disciplinary action and/or dismissal of a resident/fellow.
2. The resident/fellow has the right to request a fair hearing according to established policies and procedures.
3. The Program Director provides a report to the GMEC(s) regarding disciplinary action and/or dismissal of a resident/fellow, protecting confidentiality.

Effective: April 1, 1996  
Reviewed: April 1, 2021