



Evaluation and Promotion

Residents are Clinical Assistants, a job classification subject to the provisions of the University Handbook for Appointed Personnel, Chapter 4, and Policy 6-301, Arizona Board of Regents Policy Manual, to which all professional appointed personnel are subject and by which all such appointed personnel are governed. Those provisions shall govern, except as specifically modified or excluded herein. Specifically, with respect to Evaluation and Promotion, the procedures and policies set forth herein shall be the exclusive procedures governing such matters.

In order to comply with the ACGME Common Program Requirements for Graduate Medical Education, The University of Arizona/UPHK Graduate Medical Education Consortium Graduate Medical Education Committee establishes this policy to ensure that the Institution, through the program director and staff of each program:

A. Resident Evaluation

1. The residency program must demonstrate that it has an effective plan for assessing resident performance throughout the program and for utilizing the results to improve resident performance.
 - a. the use of methods that produce an accurate assessment of residents' competence in patient care, medical knowledge, practice-based learning and improvement, interpersonal and communication skills, professionalism, and system-based practice.
 - b. mechanisms for providing regular and timely performance feedback to residents that includes at least
 - i. written semiannual evaluation that is communicated to each resident in a timely manner
 - ii. the maintenance of a record of evaluation for each resident that is accessible to the resident
 - c. a process involving use of assessment results to achieve progressive improvements in residents' competence and performance. Appropriate sources of evaluation include faculty, patients, peers, self and other professional staff.
2. The program director must provide a final evaluation for each resident who completes the program. The evaluation must include a review of the resident's performance during the final period of education and should verify that the resident has demonstrated sufficient professional ability to practice competently and independently. The final evaluation must be part of the resident's permanent record maintained by the Institution (see Summative Letter Policy).

B. Resident Promotion

1. Residents must be provided with direct experience in progressive responsibility for patient management.
2. Residents should be advanced to positions of higher responsibility only on the basis of evidence of their satisfactory progressive scholarship and professional growth.
3. Program directors must provide annual letters of promotion and summative letters to the GME Office.

C. Faculty and Program Evaluation

1. The program must ensure that, at least on an annual basis, residents provide written, confidential evaluations of the faculty and of their educational experiences.
2. The residents' evaluations of faculty and educational experiences must be included in the Annual Program Review which is submitted to the GME Office each year, and reviewed by the DIO and Chair of the GMEC.