



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.

GME POLICY: PROMOTION AND REAPPOINTMENT

Approved Date: 02/19/2024	Effective Date: 07/01/2024	Review Date: 07/01/2027
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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 based on acceptable periodic evaluations by the resident’s/fellow’s GME (Graduate Medical Education) program. Evaluations may include written or oral competency examinations or other evaluation tools/processes. Promotion and reappointment decisions are made by recommendation of the program director and the program’s appropriate committee, with final approval of GMEC (Graduate Medical Education Committee). 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
- Licensing Exam Requirements for Residents-Step III

Definition(s):

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 Milestones, 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

Off-Cycle Contract: Promotion/advancement that occurs on a date other than the beginning of the academic year (typically July 1-June 30)

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 Positions:

Residents and Fellows
DIO (Designated Institutional Official) and GME Office
Program Directors and Program Administrators
Human Resources

Procedural Steps:

- a. Each residency and fellowship program must have a policy that requires each of its ACGME-accredited programs to determine the criteria for promotion and/or renewal of a resident's/fellow's appointment.
- b. Each Program Director reviews the residents'/fellows' evaluations for the preceding academic year, including CCC (Clinical Competency Committee) recommendations for advancement.
- c. If it is determined that the resident/fellow is eligible for promotion, this recommendation is forwarded to the GME Office.
- d. 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.
- d. If 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 must provide each of its resident/fellow with a written notice of intent when that resident's/fellow's agreement will not be renewed, when that resident/fellow will not be promoted to the next level of training, or when that resident/fellow will be dismissed. See Academic and Professional Improvement and Grievance and Due Process Policy.
- e. 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.
- f. 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) COMLEX Step 3. Documentation of successful completion must be provided to the Program Director and entered into the residency management software system. *See Licensing Exam Requirements for Residents-Step III*
- g. Resident and Fellow salary is adjusted annually. Salary corresponds to the time within their respective training program but shall not exceed the maximum training year of the respective program. For residents/fellows whose training is off-cycle, pay determinations are reviewed by the Graduate Medical Education Office on a case-by-case basis.

References:

[ACGME \(Accreditation Council for Graduate Medical Education\) Institutional Requirements](#) (Effective July 1, 2022)

IV.D. Promotion, Appointment Renewal and Dismissal

[ACGME Common Program Requirements](#) (Effective July 1, 2022)

II.A.4. Program Director Responsibilities

IV.B.1.b) Patient Care and Procedural Skills

Appendices:

None