

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.

Resident/Fellow Dismissal

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| Approved Date: | Effective Date: 07/01/2020 | Review Date: 07/01/2022 |
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Scope:

| 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:

Prisma Health expects all residents/fellows who enter its residency training programs to graduate. Non-renewal of contracts or dismissal is exercised only for cause. The program director provides a s with a written notice of intent in the following cases: 1) the resident’s/fellow’s agreement of appointment will not be renewed; 2) the resident/fellow will not be promoted to the next level of training; or 3) the resident/fellow will be dismissed.

Definitions:

GMEC: Graduate Medical Education Committee

Academic Improvement/Remediation: the process by which a resident/fellow completes a personalized plan for improvement of identified deficiencies in performance during his/her residency program.

Dismissal: the termination of a resident/fellow contract and employment, as outlined in this policy

Responsible parties:

Program Directors
Associate DIOs
DIO
Human Resources
GME Office

Procedural steps:

1. Residents/fellows may be dismissed for just cause. Additionally, dismissal may occur through non-renewal of the resident/fellow contract/agreement of appointment.
2. Each residency/fellowship program must have a policy that specifies criteria for promotion and renewal of a resident's/fellow's appointment. These criteria must be used in recommendations for non-promotion or non-renewal.
3. The Program Director will present a written recommendation for non-renewal, non-promotion, or dismissal to GME leadership. The recommendation will include the reason(s) for the recommendation. Should the recommendation be for non-promotion or non-renewal, the description will indicate where the program's criteria for promotion or renewal were not met.
4. GME leadership will officially act on the recommendation.
5. The Program Director will notify the resident/fellow of the decision as soon as possible.
6. If for non-renewal or dismissal, the Program Director will notify the resident/fellow of the right to appeal the decision in accordance with the Resident/Fellow Grievance and Due Process Policy.
7. If for dismissal, the Program Director will also collect identification badges, keys, issued electronic devices, and any other facility and records access items.
8. If for dismissal, the DIO will notify GME officials and direct them to notify appropriate parties to ensure that resident/fellow access to electronic medical records and other privileged residency systems is terminated as soon as possible.

References:

ACGME requirement:

IV.C.1.a) The Sponsoring Institution must ensure that each of its programs provides a 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.