

UTHSCSA Graduate Medical Education Policies

Section 2	General Policies and Procedures	Effective:	January 2002
		Revised:	November 2006, May 2008 May 2017
Policy 2.8	Resident Promotion	Responsibility:	Designated Institutional Official

**Resident Promotion**

**Policy** Through the course of training in a residency program, a resident is expected to acquire progressively increasing competence in the discipline in which he/she is training. Promotion to the next resident level (e.g., PGY-1 to PGY-2) is based on the achievement of program-specific competence and performance parameters, including specific cognitive, clinical, technical skills, and professional and ethical conduct, as determined by the program.

Non-renewal of appointment or non-promotion: In instances where a resident's agreement will not be renewed, or when a resident will not be promoted to the next level of training, the program should provide the resident with a written notice of intent no later than four months prior to the end of the resident's current agreement. If the primary reason(s) for the non-renewal or non-promotion occurs within the four months prior to the end of the agreement, the program must provide the resident with as much written notice of the intent not to renew or not to promote as circumstances will reasonably allow, prior to the end of the agreement.

If a resident's performance has been significantly deficient and additional training time is required, the program director may address a request to the Associate Dean for Graduate Medical Education for an extension of the resident's contract. The matter will be given due consideration.

Residents are allowed to implement the grievance and appeal policy if they receive a written notice either of intent not to renew their agreement(s) or of intent to renew their agreement(s) but not to promote them to the next level of training.