

**CONEMAUGH MEMORIAL MEDICAL CENTER
GENERAL SURGERY RESIDENCY PROGRAM
PROMOTION POLICY**

I. GENERAL PRINCIPLES

The decision to promote a resident to the next level is made by the Surgical Core Faculty Members with oversight by the Surgical Residency Program Director. The decision to advance the resident within the program is based on several aspects of their performance and evaluations, which consists of both subjective and objective measures. A uniform requirement for advancement is that the resident maintains the professional and ethical standards of and consistent with the surgical profession at all times. In addition, the resident must fulfill all of the criteria as set forth by the American Board of Surgery and the RRC for surgery, which includes no fewer than 48 weeks of full-time surgical experience each year of residency.

Each resident will be evaluated and promoted on the basis of clinical judgment, knowledge, technical skills, humanistic qualities, professional attitudes, behavior and overall ability to manage the care of a patient within the six core competencies.

Formal evaluations will occur at the end of each of the resident's rotation in New Innovations. These written evaluations will be discussed with the resident on a quarterly basis by their faculty advisor and on a semi-annual basis by the Program Director. The evaluations consist of several aspects and ultimately at the end of the year, the Core Faculty will vote to either pass the resident onto the next year, remediate the resident or terminate the resident's position in the General Surgery Training Program. In general, the vote has to be unanimous; however in situations where the Core Faculty has a split judgment, the Program Director will make the final decision. The faculty will recommend whether promotion will occur at the spring Quarterly Resident Evaluation Meeting. The Program Director and Department Chair will make the final decision on promotion based on the faculty recommendations. The written summation of these sessions will become a permanent part of the Resident's portfolio.

The residents have ready access to their files and are encouraged to review them on a regular basis.

II. CRITERIA FOR ADVANCEMENT IN GENERAL SURGERY

1. Satisfactory performance on ABSITE (higher than 30th percentile in at least 2 of the first 3 years of surgical training).
2. ABSITE scores of the 30th percentile or higher during the last two years of training.
3. A score of less than 15% on ABSITE may result in repetition of the current PG year and lack of promotion to the next PGY level.
4. Attendance at conferences (minimum 75% attendance).
5. Average Global Performance Rating of 3 or higher in the six competencies over the past 12 months.
6. 360° ratings by faculty, nurses, peers over the past 12 months.
7. Examination of portfolio entries over the past year (e.g. meetings attended, practice-based improvement logs, presentations, publications, etc.)

8. Consideration of any “sentinel events” in the resident’s file (e.g. incident reports, behavior issues, etc.)
9. Involvement in clinical research.
10. Performance in MCQ examinations (over 70%).
11. Satisfactory completion of required rotations for level of training.
12. Fulfillment of all professional obligations (case logs, medical records, assignments, etc.)
13. PGY-2 residents must take and pass the STEP III examination by January of their PGY-2 year or they will not be passed on to the PGY-3 year.

Deficiencies in any of these categories may indicate a need for remediation or termination from the Surgical Residency Program. If at any time, a resident’s performance is judged to be detrimental to the care of a patient(s), action will be taken immediately to assure the safety of the patient(s). The Supervising Physician will promptly provide written notification to the Program Director of Department chairperson of the resident’s unacceptable performance or conduct so that the Program Director may take appropriate action.

III. **SUMMARY**

The privilege of patient care, as well as advancement through the Surgical Program at MMC is earned on a daily basis through dedication, determination and diligence. The residents who pass through this program will maintain the highest levels of professional and ethical standards as well as make a lifelong commitment to personal and professional development through a process of lifelong learning and self reflection in order to constantly and consistently improve their skills and knowledge which will ultimately result in optimal, compassionate, cost-effective, state-of-the-art medical and surgical care for their patients. These are the qualities that we, as the Core Faculty, will assess at every faculty meeting.

The Surgical Program Director is ultimately responsible for verification of training for every resident that leaves this program. In order for the Program Director to verify said training, which allows that resident the privilege of taking both the qualifying and certifying examinations of the American Board of Surgery, the Program director must be satisfied that the graduating resident is competent to practice safely and effectively within the community without ongoing direct supervision. A resident that does not meet these criteria will not be verified and therefore will not be eligible to sit for the qualifying examination of the American Board of Surgery.