

**Promotion, Non-Renewal, and Dismissal Policy  
for Graduate Medical Education at Lexington Medical Center**

**Purpose:**

The purpose of this policy is to clearly define and provide supporting guidelines, for each ACGME-accredited program at Lexington Medical Center, in determining the criteria for promotion and/or renewal of a resident's/fellow's appointment.

**Scope:**

This policy applies to all residents, fellows, and program personnel involved in any ACGME accredited programs under the sponsorship of Lexington Medical Center.

**Policy:**

Promotion:

1. Throughout the course of the training program, residents/fellows are expected to acquire progressively increasing competence in the specialty/subspecialty in which they are training. Promotion to the next level of training, or graduation as it is applicable, is dependent upon the achievement of program-specific Milestones and ACGME Competencies of professionalism; patient care and procedural skills; medical knowledge; practice-based learning and improvement; interpersonal and communication skills; and systems-based practice.
2. The Clinical Competency Committee (CCC) will be responsible for determining each resident's/fellow's achievement of specialty-specific Milestones, as well as advising the Program Director regarding each resident's/fellow's progress in the program.
3. Promotion to the next training level will also be dependent upon:
  - a. Satisfactory attendance at required didactic sessions and conferences;
  - b. Satisfactory completion of all required clinical rotations;
  - c. Completion of all clinical logs and clinical and educational work hours; and,
  - d. Compliance with professionalism, responsibility, or conduct, Institutional and Program-specific policies and procedures, and state or federal laws

Non-Renewal/Dismissal:

1. The Sponsoring Institution will ensure that each of its programs provides a resident/fellow with a written notice of intent when:
  - a. A resident's/fellow's agreement will not be renewed,
  - b. A resident/fellow will not be promoted to the next level of training,
  - c. A resident/fellow will be dismissed from the program.
2. The Sponsoring Institution has a policy that provides residents/fellows with due process relating to the following actions regardless of when the action is taken during the appointment period: suspension, non-renewal, non-promotion, or dismissal.