

Selection Criteria

1. The program should select from among eligible applicants on the basis of their preparedness and ability to benefit from the program. Aptitude, academic credentials, personal characteristics, and the ability to communicate should be considered in the selection.
2. All foreign applicants must have passed all steps of the ECFMG.
3. Applicants to a program shall not be rejected solely on the basis of having trained in a foreign medical school.

Evaluation Criteria

Monthly evaluations will be sent to the appropriate physicians supervising the rotation completed by the fellow.

Promotion Criteria

The fellow will be promoted upon satisfactory completion of program requirements.

Dismissal Criteria

A. On Reivew

If questions are raised regarding the adequacy of a fellow's performance, the fellow may be placed "on review". "On review" status does not signify unsatisfactory performance but merely indicates the fellow's performance is being more closely scrutinized. The fellow is placed "on review" through written notification to both the fellow and the Office of Graduate Medical Education. Should the concerns placing the fellow "on review" prove unfounded or be corrected, the related documentation will be purged from the record.

B. Probation and dismissal

If a fellow's performance is deemed to be unsatisfactory from a professional aspect or as a consequence of a breach of the House Officer Agreement or the Bylaws of the Board of Regents, the fellow may be placed on probation. If so, the fellow and the Office of Graduate Medical Education shall be notified in writing. The notice shall include: the specific problems in the fellow's performance, what will constitute evidence that the problems have been remedied, and the date at which the fellow's performance will next be reviewed.

A review of the fellow's performance must take place within three months following the initiation or extension of probation. At the designated time The department may extend the fellow's probation, end the probation, or

Dismiss the fellow. Gross failure to perform duties, and illegal or unethical conduct constitute grounds for immediate dismissal, if adequately documented. The Office of Graduate Medical Education must be notified and provided with all supporting documentation prior to initiating dismissal action.

C. Grievance and appeals

Policies regarding appeal of unsatisfactory performance or grievances involving terms of the House Officer Agreement are contained in the House Officer Agreement.

University of Nebraska Medical Center Guidelines for Clinical Supervision of Hematology/Medical Oncology Fellows

University Hospital/Clarkson Hospital

1. The attending faculty is ultimately responsible for all patients seen by the fellow.
2. A faculty member is available 24 hours per day to assist and supervise the fellow.
3. All inpatients on the General Hematology/Oncology Service and the Bone Marrow Transplant Service will be seen by the attending at least once daily.
4. All consults On the General Hematology/Oncology Service will be seen by the attending within 24 hours. In some cases a consult may be staffed by another member of the hematology/oncology faculty who has particular expertise in that problem.
5. The need for close clinical supervision is recognized, however this will be balanced by the need for fellows to assume an increasingly independent role during the course of their fellowship.
6. Day to day management decisions can be made by the fellows on inpatients, although it is expected that
7. All chemotherapy orders must be co-signed by a faculty member.
8. Fellows will be directly observed during procedures such as bone marrow aspiration and biopsy, lumbar punctures, and skin biopsies. Once clinical competence is demonstrated, these procedures can be performed without supervision.

Omaha Veterans Administration Hospital

1. The attending faculty is ultimately responsible for all patients seen by the fellow.
2. A faculty member is available 24 hours per day to assist and supervise the fellow.
3. During the first 6 months of fellowship all patients in the clinic will be seen with staff. After this, all patients seen by fellows in the outpatient clinic will be discussed with the attending faculty on the day of clinic.
4. All consults will be seen by the attending physician within 24 hours.
5. During the first 6 months of fellowship, consult follow-up visits will be seen with the attending physician. Thereafter, follow-up consult visits may be seen by the fellow without faculty, although patients will be discussed with the faculty on a daily basis.

Other Rotations

1. The attending faculty is ultimately responsible for all patients seen by the fellow.
 2. A faculty member is available 24 hours per day to assist and supervise the fellow
- University of Nebraska Medical Center Guidelines for Duty Hours of Hematology/Medical Oncology Fellows**

University Hospital/Clarkson Hospital

1. All duty hours will comply with University of Nebraska Graduate Medical Committee/Residency Review Committee guidelines.
 - a. Fellows will have 4 days off per month to be determined at the beginning of the month. This may be one day/week or 2 weekend days during the month.
 - b. These days will not count as vacation days.
2. On the Bone Marrow Transplant Service in-house call will average approximately every 5-7 nights.
3. On the General Hematology/Oncology Service in-house call will not be required.
4. Fellows will be responsible for all outpatient calls, treatment center calls, and first call from the resident. Serious problems, significant changes in clinical status, and difficult management decisions will be discussed with a faculty member. Otherwise, management decisions will be discussed with the appropriate faculty member the next day.
5. Fellows may be expected to come in after hours, but this may not average more than every 3 nights

Omaha Veterans Administration Hospital

1. In-house call will not be required.

Other Rotations

1. In-house call will not be required.