

University of Nebraska Medical Center
Division of Plastic and Reconstructive Surgery
Resident Advancement and Dismissal Policy

Advancement – The advancement/promotion to the subsequent year of training require satisfactory and cumulative evaluations by faculty that indicate satisfactory progress in scholarship and professional growth. This includes proficiency in:

1. Incremental increase in clinical competence including performing applicable procedures;
2. Appropriate increase in fund of knowledge; ability to teach others;
3. Clinical judgment;
4. Necessary technical skills;
5. Humanistic skills; communication with others;
6. Attendance, punctuality, availability and enthusiasm;
7. Adherence to institutional standards of conduct, rules and regulations, including program standards and hospital and clinic rules with respect to infection control policies, scheduling, charting, record-keeping, and delegations to medical staff;
8. Adherence to rules and regulations in effect at each health care entity to which assigned;
9. Others – e.g. satisfactory scores on examinations if designated for that purpose by specialty, research participation, etc.
10. Appropriate competence for the level of training in the six General Core Competency Areas designated by the ACGME.

Residents not demonstrating satisfactory performance and progress in accordance with the aforementioned items, as well as specific program requirements, may face non-renewal of their appointment to the program. Every effort will be made to give a resident in this situation at least three months' notice of the intent not to re-appoint him/her to the program.

USMLE Steps 1, 2 and 3 – All new residents must provide proof of USMLE Steps 1, 2 and 3 prior to entering the Plastic & Reconstructive Surgery Residency Program.

A copy of the resident's ECFMG certification and current visa (or green card) is also required, if applicable. Visas and/or green cards must remain in current and in good standings for the duration of the resident's training.

General/Specific Area of Training Board Testing – Residents are expected to successfully pass their board examination in their respected general surgical field of training (i.e., general surgery, OMFS, ENT, etc.) within the first 12 months of beginning their plastic surgery residency training. Failure to pass these boards will result in:

1. Non-advancement to their subsequent 2nd year of training, and

2. Resident being placed on academic probation until subsequent test has been passed, not to exceed three months or availability of the next testing date within the current academic year, and/or
3. Dismissal from the program if subsequent test is not scheduled and/or taken and second attempt also results in a failed score.

Dismissal – When deficiencies are noted in a resident’s academic performance, those deficiencies are discussed with the resident including recommendations for correction. Depending on the level of the deficiencies the resident may be placed on Academic Conditional Probation. This is an opportunity for the resident to remediate deficiencies and to develop and demonstrate appropriate levels of proficiency for patient care and advancement in the program. Being placed on conditional probation is notice to the resident of failure to progress satisfactorily as reflected by evaluations and/or other assessment modalities. It is not discipline and residents in probationary status have continued enrollment at the University. Forms of remediation may include:

1. Repeating one or more rotations;
2. Participation in a special program;
3. Continuing in scheduled rotations with or without special conditions;
4. Supplemental reading assignments;
5. Attending undergraduate or graduate courses and/or additional clinics or rounds; and/or
6. Extending the period of training. The resident may also be referred to the Resident Assistance Program if indicated.

Determination by the Clinical Competency Committee, Division Chief and the Program Director that the resident failed to correct a deficiency or violation of University rules the Program Director must consult with the Office of Graduate Medical Education (GME) for appropriate action and the resident may obtain review under the GME policy of Academic Due Process. This policy may be obtained through the GME office.