

4. Probation is a trial period in which a Resident is permitted to redeem academic performance or behavioral conduct that does not meet the standard of the program.
 - a. A Resident may be placed on probation by a Program Director for reasons including, but not limited to any of the following:
 - i. failure to meet the requirements of a Remediation plan.
 - ii. failure to meet the performance standards of an individual rotation;
 - iii. failure to meet the performance standards of the program;
 - iv. failure to comply with the policies and procedures of the GMEC, Baptist Health or the participating institutions;
 - v. misconduct that infringes on the principles and guidelines set forth by the training program;
 - vi. documented and recurrent failure to complete medical records in a timely and appropriate manner;
 - vii. when reasonably documented professional misconduct or ethical charges are brought against a Resident which bear on his/her fitness to participate in the training program.
 - b. The Program Director must notify the Resident in writing of the status and include the following items:
 - i. Behaviors or deficiencies identified;
 - ii. Length of time in which the Resident has to correct;
 - iii. Any specific remedial steps;
 - iv. Consequences of non-compliance.
 - c. The Resident should comply in all respects with Probation requirements.
 - d. Probation stays on the Resident's record permanently and must be reported on the final summative evaluation.

5. Suspension is a period of time in which a Resident is not allowed to take part in all or some of the activities of the program. Time spent on suspension may not be counted toward the completion of program requirements.
 - a. A Resident may be suspended from a residency program for reasons including, but not limited, to any of the following:
 - i. failure to meet the requirements of remediation or probation;
 - ii. failure to meet the performance standards of the program;
 - iii. failure to comply with the policies and procedures of the GMEC, UAMS or the participating institutions;
 - iv. misconduct that infringes on the principles and guidelines set forth by the training program;
 - v. documented and recurrent failure to complete medical records in a timely and appropriate manner;
 - vi. when reasonably documented professional misconduct or ethical charges are brought against a Resident which bear on his/her fitness to participate in the training program;

- vii. when reasonably documented legal charges have been brought against a Resident which bear on his/her fitness to participate in the training program;
 - viii. if a Resident is deemed an immediate danger to patients, himself or herself or to others;
 - ix. if a Resident fails to comply with the medical licensure laws of the State of Arkansas.
 - b. The Program Director must notify the Resident in writing of the status and include the following items:
 - i. Behaviors or deficiencies identified;
 - ii. Length of time of suspension;
 - iii. Any specific remedial steps;
 - iv. Consequences of noncompliance.
 - c. Immediate suspension can occur at any time without prior notification in instances of gross misconduct, including, but not limited to, theft of money or property; physical violence directed at an employee, visitor, or patient; use of, or being under the influence of, alcohol or controlled substances while on duty; patient endangerment; illegal conduct.
 - d. Suspension shall be lifted on successful completion of remedial steps and in the discretion of Program Director.
 - e. Suspension stays on the Resident's record permanently and must be reported on the final summative evaluation.
- 6. Dismissal is the condition in which a Resident is directed to leave the residency program, termination of the Resident's Agreement of Appointment, and termination of all association the Baptist Health – UAMS Medical Education Program and its participating teaching hospitals.
 - a. Dismissal from a residency program may occur for reasons including, but not limited to, the following:
 - i. failure to meet the performance standards of the program. This disciplinary action should be the result of any unsuccessful discipline process.
 - ii. failure to comply with the policies and procedures of the GMEC, Baptist Health or the participating institutions;
 - iii. illegal conduct;
 - iv. unethical conduct;
 - v. performance and behavior which compromise the welfare of patients, self, or others;
 - vi. failure to comply with the medical licensure laws of the State of Arkansas;
 - vii. inability of the Resident to pass the requisite examinations for licensure to practice medicine in the United States, if required by the individual residency program.
 - viii. misrepresentation of information in the residency appointment

- application.
- b. The Program Director must notify the Resident in writing of the status and include the following items:
 - i. Behaviors or deficiencies identified;
 - ii. Effective day of dismissal.
 - c. Immediate dismissal can occur at any time without prior notification in instances of gross misconduct, including, but not limited to, theft of money or property; physical violence directed at an employee, visitor, or patient; use of, or being under the influence of, alcohol or controlled substances while on duty; patient endangerment; illegal conduct.
 - d. Any award of credit for the academic year will be at the Program Director's discretion.
7. Should a Resident's performance or behavior not require immediate dismissal, the Program Director may choose to not promote or not renew a Resident's agreement of appointment. During this situation, the Program Director should follow the Policy 130 Evaluation and Promotion.

RELATED POLICIES

180 Resident Grievances and Due Process

130 Evaluation and Promotion

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Reviewed

Revised