TEXAS TECH UNIVERSITY
HEALTH SCIENCES CENTER™

School *of* Medicine

Operating Policy and Procedure

SOM OP: 50.11, **Dismissal of Residents**

PURPOSE: The purpose of this School of Medicine (SOM) policy and procedure is to establish guidelines regarding the dismissal of residents.

REVIEW: This SOM Policy and Procedure shall be reviewed within each odd-numbered fiscal year by the TTUHSC Graduate Medical Education Coordinating Council.Revisions will be forwarded to the Office of the Dean for approval and publication

POLICY/PROCEDURE:

1.   **Dismissal Authority.** The authority to dismiss a resident resides solely with the Dean of the School of medicine. A resident may be recommended for dismissal by the Program Director during the term of his/her annual contract for unsatisfactory performance or conduct. Examples include, but are not limited to the following:

   a.   Performance that presents a serious compromise to acceptable standards of patient care or jeopardizes patient welfare;

   b.   Failure to progress satisfactorily in fund of knowledge, skill acquisition and/or professional development;

   c.   Unethical conduct;

   d.   Excessive tardiness and/or absenteeism;

   e.   Illegal conduct;

   f.   Unprofessional conduct;

   g.   Job abandonment.

2.   **Recommendation for Dismissal.** The recommendation for dismissal shall be made by utilizing the Disciplinary Action Form and appending any related documentation. The Program Director shall specify in writing the areas deemed unsatisfactory and state the reasons for the dismissal. Dismissal in these situations implies poor performance, unprofessional conduct, or malfeasance and is subject to appeal.

3.   **Job Abandonment.** Job abandonment, defined as three (3) days unexcused absence from the program without notice to the Program Director, is tantamount to resignation.

4.   **Disciplinary Action Form.** The Disciplinary Action Form should be forwarded to those individuals listed on the form and finally to the Associate Dean for GME and Resident Affairs on the Lubbock Campus. A copy of this recommendation shall be provided to the resident about whom it pertains.