

**University of Utah**  
**Division of Plastic Surgery**  
**Resident Advancement Policy**

**Performance Standards**

Residents are sent the goals and objectives for each rotation prior to the rotation starting. Those goals and objectives are reviewed with them during the rotation. Resident performance is based on whether the resident meets the criteria outlined in goals and objectives for that rotation.

**Clinical Evaluation**

For each rotation, the resident has an evaluation completed by the faculty member they interact with. In addition, residents are evaluated by administrative staff and nursing staff throughout the year.

These evaluations are completed electronically and are compiled by the Medhub system.

The program director has access to these evaluations and any significant issues identified are addressed with the resident.

The resident also has access to these evaluations and has the ability to question the validity if he/she disagrees with it. Significant issues that require formal intervention because of disagreement will be managed through the Program Director's office.

More details regarding this are in the Evaluation Policy.

**In-Service Exam**

The In-Service Exam is used as part of the overall evaluation of the resident. It is a mandatory exam. Every resident is expected to score above the 50<sup>th</sup> percentile. Residents who score below the 35<sup>th</sup> percentile will be placed into a remediation program.

More details regarding this are in the In-Service Policy.

**Semi-Annual Evaluations**

Residents will have their performance evaluated semi-annually by the Plastic Surgery Clinical Competency Committee. The PS CCC will discuss each resident based on milestones and a report of the resident's performance will be generated.

These reports will be discussed with each resident.

The program director and associate program director meet with each resident individually semi-annually to discuss all of their evaluations, other performance factors, and review the residents individual learning plan.

More details regarding this are in the Evaluation Policy.

### **Addressing Performance Issues**

The Graduate Medical Education Committee has a policy section available for review. More details and the steps regarding this are in the GME Institutional policies.

### **Yearly Evaluations**

Every resident will have a yearly evaluation done prior to last day of February. This is similar to semi-annual evaluations and all of the issues addressed above can be implemented.

Additionally, this is a retention meeting. Each resident will either be retained in the program or his/her contract will not be renewed.

A contract non-renewal does not have to be preceded by a Letter of Concern or by Probation.

The resident will be notified as to the reason for the contract non-renewal.

More details regarding this are in the Evaluation Policy.