Algorithm for Academic Adverse Action Appeal Process

**Unsatisfactory in one or more of the six competencies**

- Letter of Deficiency without Adverse Action, or Letter of Remediation [Not Appealable]
  - Remediation (1 Month)
    - Successful
    - Unsuccessful
  - Letter of Deficiency (≤ 6 months)
    - Successful
    - Unsuccessful

- Letter of Deficiency with Adverse Action [Appealable]
  - Delayed Promotion
  - Non-renewal of Contract
  - Termination/Dismissal
- Level 1: Appeal to CCC
  - Upheld
    - Level 2: Appeal to Department Chair/GME designee
      - Rescinded
      - Upheld
        - Level 3: Appeal to Associate Dean for GME/Ad Hoc Committee
          - Rescinded
          - Upheld
            - Decision is final