

EVALUATION AND PROMOTION POLICY

Evaluation

The University of Connecticut School of Medicine (UConn SOM) recognizes learning on a continuum from a beginner to a competent physician. The primary responsibility for defining the standards of academic performance and personal and professional development rests with individual programs and their Program Director.

Each UConn SOM residency/fellowship program will provide formative and summative evaluations of residents'/fellows' performance in the Milestones and in each of the six ACGME Core Competencies for their level of training. Written evaluations are provided to residents/fellows according to the program's evaluation process. At the conclusion of training, the Final Verification of Training Form, a summative evaluation, is provided to the resident/fellow. The Final Verification of Training Form must be signed by both the Program Director and the resident/fellow. The original is provided to the Graduate Medical Education (GME) Office.

Each program must have a Clinical Competence Committee (CCC). The CCC reviews resident/fellow evaluations at least quarterly and the Program Director/designee will meet and evaluate all residents/fellows biannually. The CCC serves in an advisory role to the Program Director to determine the status of each resident/fellow in all aspects of their training program.

Promotion

Each program must have a policy that determines the criteria for promotion of a resident/fellow. The Program Director determines if a resident/fellow has successfully met those requirements. If a resident/fellow is making sufficient progress towards promotion, the Program Director will submit the resident's/fellow's name to the GME Office to indicate that a contract may be issued to the resident/fellow for the subsequent year of training. This contract is conditional upon the resident/fellow meeting the milestones and criteria for promotion as determined by the Program Director. In the final year of training, the Program Director will submit the resident's/fellow's name to the GME Office to indicate that a resident/fellow will graduate from the program. Graduation from the program requires the resident/fellow to meet all of the criteria for graduation as determined by the Program Director.

If a Program Director determines that a resident/fellow is not meeting criteria for promotion, the Program Director has several options. See the policies on [Academic Deficiencies Review Procedures](#) and [Code of Conduct Violations/Non-Academic Deficiencies Review Procedures](#) for further details.