

MUSC GRADUATE MEDICAL EDUCATION – FORMAL ACADEMIC REMEDIATION PLAN (FAR) -- EXAMPLE --

Resident Name: Dr. John Doe PGY Level: 3 Residency Program: Any Start Date: January 1, 2014 End Date: March 31, 2014

Important note for those residents on visas: If your remediation causes your training to be extended, you must contact the HR department within the College of Medicine.

Item	Description	Plan
Characterization of the lapse or performance improvement needed	Use Competencies to characterize	<p><i>(Detail the applicable ACGME Six Competencies in this section to describe, generally, the infractions made by the resident in relation to his/her training and/or work environment.)</i></p> <p>Example:</p> <p>Professionalism – Dr. Doe consistently communicates to his superiors, peers, ancillary staff members and patients in an unprofessional and condescending manner. Numerous complaints have been received within the department complaining of his unacceptable behavior. His evaluations, thus far, have been reviewed and discussed with Dr. Doe by his Program Director. All counseling meetings have been documented.</p>
Goal(s)	Describe in terms of specific competency(ies)	<p><i>(Outline the specific goals of the remediation plan.)</i></p> <p>Example:</p> <p>Dr. Doe will treat all patients and hospital personnel with respect and with a professional demeanor. His actions will reflect those of a resident physician who is caring, competent, and willing to serve his patients and his colleagues. His subsequent evaluations will reflect a substantial improvement in his professional behavior.</p>
Requirements: Educate	If needed, activity(ies) for learner to study about expected behavior change, why it is important, what behaviors define success	<p><i>(State the educational expectations as required by the Program Director and the resident’s mentor, if applicable. Explain why certain behavior changes must be made in order to achieve success.)</i></p> <p>Example:</p> <p>Dr. Doe will be required to meet with the applicable representative of the MUSC Employee Assistance Program (EAP). He will sign a release of information allowing his Program Director and the GME DIO to review and discuss the findings of the meeting(s). Dr. Doe will be expected to follow the outlined plan as prescribed by the EAP representative. The GME Office will schedule the initial meeting.</p>
Requirements: Behavior/Performance Change	<p>SMART objectives</p> <ol style="list-style-type: none"> 1. Specific – Objectives should specify what they want to achieve. 2. Measurable – You should be able to measure whether you are meeting the objectives or not. 3. Achievable - Are the objectives you set, achievable and attainable? 4. Realistic – Can you realistically achieve the 	<p><i>(Detail the steps the resident will have to take in order to successfully complete the remediation plan. Ensure they are measurable, achievable and realistic. Even though an “End Date” is stated at the top of this form, there may be specific objectives that are to be achieved within specific time periods. If so, state them here.)</i></p> <p>Example:</p> <p>Dr. Doe will meet with EAP representatives and follow their prescribed plan of care and attend as many meetings and/or additional evaluations as they deem necessary.</p>

	5. Time – When do you want to achieve the set objectives?	
Requirements: Monitoring	Who, frequency, expectations for follow-up meetings	<p><i>(Who, specifically, will be monitoring the resident and his/her plan requirements? Please state the PD and/or the resident’s mentor and how often meetings to measure success will take place.)</i></p> <p>Example:</p> <p><i>Dr. Doe will meet weekly with his Program Director (and/or designated mentor – named) to measure his progress. Dr. Doe’s performance will be evaluated and discussed with him during each meeting.</i></p>
Requirements: GME	Policies or practices that may affect the resident on formal academic remediation.	<p><i>Per the MUSC GME Resident Handbook, a resident who is on formal academic remediation is prohibited from engaging in any moonlighting activities during the period of remediation.</i></p> <p><i>The resident cannot be nominated to serve as a Resident Representative if s/he has been placed on a formal academic remediation plan.</i></p> <p><i>If the resident is placed on a formal academic remediation plan while serving as a Resident Representative, s/he will be required to refrain from continued participation and the committee alternate will be asked to serve in the place of the remediated resident until after the remediation plan has been successfully completed or a new representative has been chosen for the next academic year, whichever takes place first.</i></p>
Consequences for incomplete success	Incorporate due process	<p><i>(What will be the consequences for unsuccessfully completing the remediation plan?)</i></p> <p>Example:</p> <p><i>Failure to accomplish the outlined remediation plan may result in an extension of Dr. Doe’s training, failure to renew his contract or dismissal from the MUSC “Any” Residency program after a thorough review of the situation by the Program Director and the DIO.</i></p>
Consequences for relapse	Incorporate due process	<p><i>(If the resident successfully completes the terms of the remediation plan by the determined “End Date,” but has a relapse afterward, what will the consequences be?)</i></p> <p>Example:</p> <p><i>Consequences for relapse may result in an extension of Dr. Doe’s training, failure to renew his contract or dismissal from the MUSC “Any” Residency program after a thorough review of the situation by the Program Director and the DIO.</i></p>

Program Director Signature/Date _____ ACGME DIO Signature/Date _____

Resident Signature/Date _____

“I have read and understood the content and terms of this remediation plan. I understand what is expected of me and what I need to accomplish in order to successfully complete it.”