

UCSF POLICY EVALUATION & PROMOTION POLICIES

UCSF School of Medicine maintains the following policy for all sponsored programs.

1. Each training program is structured to assure that Residents assume increasing levels of responsibility commensurate with individual progress in experience, skill, knowledge, and judgment.
2. The Program Director defines the levels of responsibility for each year of training by establishing a resident Clinical Competency Checklist (accessible through the UCSF Medical Center intranet) to reflect the patient care services that may be performed and the level of supervision required.
3. The trainee's ability to provide safe and quality care for a patient without a supervisor physically present or to act in a teaching capacity is based on documented evaluation of clinical experience, judgment, knowledge, technical skill, humanistic qualities, professional attitudes, behavior and overall ability to manage the patient's care.
4. The Department Chair, Program Director and/or faculty members evaluate each resident according to requirements of the program specific RRC.
5. The Program Director reviews the written evaluations of a trainee's performance and conduct evaluations at regular intervals not less than semi-annually, and in compliance with RRC requirements.
6. Written evaluations are discussed with the resident member and maintained by the Program Director.
7. A final permanent written evaluation will be maintained by the Program Director according to the required time frame established by the respective RRC or other accrediting and certifying agencies. This final evaluation will be based on performance during the final period of training.
8. Each Program Director reviews the program's Clinical Competency Checklist at least annually and submits timely updates to the GME office.
9. Reappointment to a Post-M.D. position/promotion for a subsequent year is not automatic. Reappointment and Promotion Contingent on mutual agreement, an annual review of satisfactory or better performance, funding availability, and program need, a trainee may be reappointed for a period of not more than one (1) year. That is, a residents' advancement to a position of higher responsibility will be made only on the basis of an evaluation of their readiness for advancement.

Date GMEC Reviewed & Approved: January 11, 1999
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