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Approved
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Next Review 05/2025

Owner Stephanie Mcadams
Policy Area Rehabilitation Therapies
Applicability UNC Medical Center

Reappointment, Retention and Dismissal

I. Description

The duration of the Appointment to Graduate Medical Education is for a period of twelve (12) months to twenty-four (24) months, unless an individual resident/fellow's current resident/fellow period is extended by the Program Director due to periods of remediation, probation, or resident/fellow absence.

II. Rationale

A resident/fellow's appointment/retention is expressly conditioned upon satisfactory performance of all Program elements as outlined in the Program handbook/appointment agreement. If the actions, conduct, or performance, professional or otherwise, of the resident/fellow are deemed by the Hospitals or Program Director to be inconsistent with the terms of the Resident/fellow Appointment Agreement, the Hospitals' standards of patient care, patient welfare, or the objectives of the Hospitals, or if such actions, conduct, or performance reflect adversely on the Program or Hospitals or disrupt operations at the Program or Hospitals, corrective action may be taken by the Hospitals and/or Program Director.

III. Policy

1. Rehabilitation Services Program Directors should refer to the UNC Hospital's policy "Guidelines for Handling Academic and Performance Problems" is available to resident/fellows and reviewed at the time of initial onboarding.
2. In instances where a resident/fellow's agreement will not be continued the Program Director must provide the resident/fellow with a written notice of intent with as much written notice as the circumstances will reasonably allow.
3. Summary Suspensions: The Hospitals and the Program Director each shall have the authority to summarily suspend, without prior notice, all or any portion of a resident/fellow's

appointment and/or privileges granted by the Hospitals whenever it is in good faith determined that the continued appointment of the resident/fellow places the safety or health of UNC Hospitals' patients or personnel in jeopardy, or to prevent imminent or further disruption of Hospitals operations, or in the event of egregious behavior by a resident/fellow. All summary suspensions shall be reviewed by the Department Director(s) of record. When programs are jointly administered by the UNC Rehabilitation Therapy program and other UNC HCS practice entities, this review will be completed in consultation with both Departmental Directors for final disposition.

- a. **Automatic Termination For Lack of License.** Notwithstanding any provision to the contrary, a resident/fellow's appointment shall be terminated automatically and immediately upon the suspension, termination, or final rejection of a resident/fellow's application for his/her professional license. In the event of such a suspension, termination, or final rejection, a resident/fellow is obligated to report that fact to the Program Director, Department Chair, and Office of Graduate Medical Education immediately. Upon obtaining the necessary licensure, the resident/fellow may reapply for appointment to Graduate Medical Education through the clinical department and with the approval of the same individuals as if for initial appointment. Resident/fellows must be familiar with UNC Hospitals Policy on Licensure, Certification and Education Verification.
 - b. **For Egregious Behavior.** Notwithstanding any provision to the contrary, a resident/fellow's appointment shall be terminated automatically and immediately whenever it is in good faith determined that the resident/fellow's egregious behavior, in violation of ethical and criminal regulations or laws, has placed the safety or health of UNC Hospitals' patients or personnel in jeopardy, or has or may imminently cause serious disruption of the Hospitals operations. Egregious behavior includes providing false information as part of the application or interview process.
4. Request for Review: In the event a resident/fellow's agreement is terminated by the Hospitals, the resident/fellow may request an appeal of the decision directly to the Department Director(s) of record. When programs are jointly administered by the UNC Rehabilitation Therapy program and the UNC-CH Allied Health Sciences program, this review will be completed in consultation with both Departmental Directors. All appeals must be submitted in writing. Upon receipt of a written request for review the Departmental Director(s) will:
- a. Review the resident/fellow written request for review
 - b. Meet with the resident/fellow
 - c. Review the resident/fellow file and supporting documentation
 - d. Meet with the Program Director
 - e. Consider any extenuating circumstances
 - f. Consult with others, as appropriate, to assist in the decision making

process; and

g. Determine whether this Policy was followed. That is, that the resident/fellow received notice and an opportunity to be heard, and the decision to terminate was reasonably made.

The decision resulting from this review is a final and binding decision. A written report will be provided to the resident/fellow and the Program Director, and others as appropriate.

- a. A resident/fellow may terminate his/her appointment at any time after notice to and discussion with the Program Director, unless waived by the Hospitals, on at least 30 days written notice to the Hospitals after that discussion.
 - b. If a resident/fellow's appointment is terminated, either voluntarily or involuntarily, the Program Director shall recommend to the Hospitals whether or not to extend credit to the resident/fellow for participation in the Program; the Program Director is not obliged to recommend that such credit be extended and the Hospitals is not obliged to extend any such credit.
5. Upon such termination of appointment, the resident/fellow/fellow shall:
- a. Receive his/her stipend through the effective date of such termination.
 - b. Return to the Hospitals all property owned by it by or before the close of business on the effective date of termination of the resident/fellow's appointment and the appointment agreement.

Approval Signatures

Step Description	Approver	Date
Policy Stat Administrator	Kimberly Novak-Jones: Nurse Educator	05/2022
	Stephen Finch: VP Operations - UNCMC	05/2022
	Mark Prochazka: Admin Dir Rehab Svcs	05/2022
PolicyStat Administrator	Kimberly Novak-Jones: Nurse Educator	05/2022
	Stephanie Mcadams: Asst Dir Therapy Svcs	05/2022