

### 3.B.8.

#### **Denial of Academic Credit/Termination/Dismissal**

If a resident does not satisfactorily complete remedial work during the probationary period, the Program Director, with the concurrence of the Education Committee, may decide either to have the resident repeat part or all of that academic year's work, or to terminate the resident from the program. This decision, and the detailed basis for it, must be sent, in writing, to the resident with a **copy to the Associate Dean for GME or designee**. This should include a determination whether the resident will receive academic credit for any portion of the probationary period. In instances where the probationary period had been continued beyond an initial period, credit will be given for the initial period. The resident should also receive a copy of the University of Connecticut School of Medicine Policy on Resident Appeals.

The Program Director, with the agreement of the Education Committee, shall decide whether or not to permit a resident to complete a contract year. If a resident does complete a full contract year, the status of the resident in the program at the time of termination shall be documented in writing, so that clear information can be given to other programs/institutions seeking references in the future. If the resident does not complete a full contract year, the number of months of credit to be given to this resident for that academic year shall also be documented in writing.

Under certain circumstances, e.g. severe deficiency in performance, behavior, or attitude, the Program Director, with the agreement of the Education Committee, may decide to immediately terminate the employment of the resident prior to the end of the probation period. Examples of severe deficiency in performance, behavior or attitude may include, but are not limited to: danger to patient, staff or colleague safety, refusal to follow direct orders/instructions by legally responsible attending physicians; failure to show up for scheduled work hours, remedial sessions or meetings with the Program Director or Advisor. The decision to terminate can be appealed.

Careful written records of the decision shall be kept; written notification to the resident and an opportunity for the resident to be heard prior to termination should be given.

Actions leading to probation, termination, or dismissal should be reported to the Department Chair  
and to the UCHC Associate Dean for GME or designee.