# THE GEORGE WASHINGTON UNIVERSITY

# SCHOOL OF MEDICINE AND HEALTH SCIENCES

# Department of Critical Care Medicine – Fellowship Program Policy

**Policy:** Promotion, Non-Renewal and Dismissal

**Program Director:** Danielle Davison, MD

**Assistant Program Director:** Katrina Hawkins, MD

**Last Revision:** July, 2015

**PURPOSE:**

To ensure that fellows of The George Washington University School of Medicine and Health Sciences program in Critical Care Medicine are treated fairly and in accordance with the AGCME, RRC and American Board of Internal Medicine (ABIM) requirements for promotion Board Eligibility.

**REQUIREMENTS FOR PROMOTION:**

Decision for promotion and renewal is made at the discretion of the Program Director, considering the recommendations of the Clinical Competency Committee. Promotion and renewal is also dependent on the GME Institutional Requirements for Appointment and Renewal.

**NON-RENEWAL OR DISMISSAL:**

Dismissal of fellows from the Critical Care training program shall be conducted in accordance with the guidelines established by the Graduate Medical Education office of the George Washington University School of Medicine and Health Sciences, and as listed in the GME residency training Manual. The Program Director has the ultimate authority in this decision. Written documentation of the problems that led to the dismissal action must be maintained as outlined in the Resident Manual.

If the program director determines that a fellow will not be reappointed, the fellow should be notified no later than 4 months prior to the end of the fellow’s current contract. However if the primary reason(s) for the nonrenewal occurs within the four months prior to the end of the contract, the fellow must be provided with as much written notice of the intent not to renew as the circumstances will reasonably allow, prior to the end of the contract

In the event a fellow’s performance is not satisfactory, the program director will follow the procedures outlined in the GME Policies for Resident Dismissal and Due Process.

The resident may appeal the decision of the Program Director as outlined in the GME Institutional Policies for Due Process and Academic Improvement.