

UNIVERSITY OF FLORIDA COLLEGE OF MEDICINE JACKSONVILLE
Office of Educational Affairs

Approval Date: 11/1/22	Subject: PROMOTION POLICY	Page 1 of 1
Approved by: GMEC		Revised Date: 09/06/13; 10/12/21; 10/20/22
Effective Date: 4/3/07		Reviewed Date: 8/29/13; 5/5/17;

A resident's reappointment and progression to more advanced levels will be based on the results of periodic reviews of the resident's educational and professional achievement, competence and progress as determined by the program director and the program's clinical competency committee. All programs must have specific criteria for resident promotion and/or renewal, which will be provided to each resident prior to the beginning of their program. In accordance with ACGME common program requirements, the program director is responsible and has the authority and accountability for the promotion of residents/fellows. No resident's age, race, ethnicity, biologic sex, self-identified gender, sexual orientation, socioeconomic status, or other characteristic will be taken into consideration when determining their reappointment and/or promotion.

No appointment shall create any rights, interests, or expectancies of continuation beyond the term of the appointment itself, as noted in the resident contract. The ACGME common program requirements indicate the clinical competency committee is required to review the resident's/fellow's progress towards the specialty-specific milestones and report that progress to the program director. Progress towards promotion will be reviewed with each resident at the resident's semi-annual evaluation. At the completion of each academic year, individual resident performance will be reviewed and the recommendations for continuation communicated to the resident by the Program Director or designee. Unsatisfactory progress or performance may result in probation, non-advancement, dismissal or nonrenewal.

Should a resident believe that an adverse action decision is not justified, the resident may file an appeal or grievance as per the University of Florida College of Medicine Due Process Policy for Adverse Action Appeals and Grievances.