

IOWA LUTHERAN HOSPITAL TRACK-DES MOINES UNITYPOINT HEALTH-CENTRAL IOWA FAMILY MEDICINE RESIDENCY

Policy: Progress Committee

The Progress Committee is a structured, resident-centered improvement process in which residents with identified deficiencies in ACGME competencies are referred for mentoring. The goal of the Committee is to address concerns early in the educational process, provide mentoring and avoid the need for formal disciplinary actions or sanctions if possible.

Membership

One to two core residency faculty and potentially the behavioral medicine faculty member are appointed to each case. The program coordinator could be a non-voting member as a resource for program requirements and for documentation if needed. Membership will be rotated among all of the faculty members but stay consistent for any one resident episode. The program director is specifically not a member.

Processes

Any resident for whom competency concerns are raised that do not meet the need for formal disciplinary action is referred to the Progress Committee. The resident's faculty advisor will notify the resident of the referral and then act as the resident's advocate through the process. The Committee will plan, set improvement goals, monitor improvement and reevaluate the resident for persistence of the deficiencies. The Committee focus will be on specific identified skills, attitudes or behaviors that need improvement.

If a resident's faculty advisor is a member of the Progress Committee at the time of the resident's referral, that faculty member will step aside for the Committee and act as the resident's advocate while another family physician faculty member fills the position on the Committee for that resident's mentoring.

Outcomes

Once sustained improvement is demonstrated the resident will be removed from the Progress Committee's activity list. If the resident does not show improvement he/she will be referred to the Program Director for further consideration.