

**Charleston Area Medical Center
Office of Graduate Medical Education**

Dismissal from a Residency/Fellowship Program and Termination of Employment

Purpose: To establish a policy for all CAMC graduate medical education programs for use in the dismissal of residents/fellows from a residency/fellowship program, and the corresponding termination of a resident/fellow’s employment prior to the date of contract expiration.

Dismissal: The Hospital may elect to dismiss a resident/fellow from enrollment in a program prior to the established completion date due to academic failure to progress; misconduct; abandonment of position/employment; and/or, any other reason set forth in the resident/fellow agreement.

The decision to dismiss should be made consistent with other applicable House Staff Handbook policies, such as the “Academic Improvement Policy or the “Resident Misconduct” Policy.

When a resident/fellow is informed of dismissal, they have the right to request a review/due process as delineated in the House Staff Handbook.

Non-Renewal of Contract:

A program director may elect not to renew a resident/fellow’s contract (i.e. deny promotion to the next level of education) consistent with the “Academic Improvement Policy” or “Misconduct Policy”.

The Office of Graduate Medical Education should be notified immediately upon a Program Director’s decision to not renew a resident/fellow’s employment contract.

As required by the ACGME, CAMC shall ensure that each program provides a resident/fellow with a written notice of intent for the following actions: formal suspension from duty with or without pay; non-renewal of contract; non-promotion; or dismissal. Following such notice, a resident/fellow has the right to exercise their right to due process following the policies outlined in the House Staff Handbook.

Signatures:

GMEC Chair:	Arthur B Rubin, DO, FACOP, MHA <small>Digitally signed by Arthur B Rubin, DO, FACOP, MHA Date: 2024.06.26 10:38:22 -04'00'</small>	
	Art Rubin, DO	Date
DIO:	Dinchen Jardine <small>Digitally signed by Dinchen Jardine Date: 2024.06.25 07:57:02 -04'00'</small>	25 Jun 24
	Dink Jardine, MD	Date