

**Harlem Hospital Center/
Lincoln Medical and Mental Health Center
Department of Radiology Integrated Residency**

POLICY ON ACADEMIC PROBATION

Academic Probation is a status applied to a resident experiencing serious academic difficulty. If the terms of Academic Probation are not satisfied, dismissal from the residency program may result. The placement of a resident on Academic Probation is at the discretion of the Residency Program Director as supported by a consensus of the Departmental Education Committee after discussion with the Director of Service. The Chair of the Graduate Medical Education Committee (GMEC) will also be informed. Circumstances that may lead to academic probation include (but are not limited to):

- Failure to report for duty for assigned rotations (including call responsibilities)
- Scoring in the below the 40th percentile (for that training year) on the Annual ACR In-service Exam without appropriate remediation.
- Scoring in the below the 25th percentile (for that training year) on the Annual ACR In-service Exam without appropriate remediation.
- Attendance of less than 75% of the required Harlem and Columbia conferences during a 3 block (12-week) period
- Failure to pass an ABR examination (i.e. Physics, Written Diagnostic, Core exam)
- A pattern of poor evaluations during assigned rotations
- Issues with professionalism and ethical behavior
- Other violations of established rules and protocols.

REQUIREMENTS OF ACADEMIC PROBATION

When a resident is placed on Academic Probation, he/she will be counseled and develop a supplemental learning plan in consultation with the Residency Program Director (or other faculty member assigned to oversee the resident) to address specific deficiencies. For each particular case, the resident will be provided with a letter outlining the specific reasons for the probation decision, the duration of the probation (three to six months as determined by the Committee), and the requirements of his/her probation period. Conference attendance will be absolutely required with unexcused absences not to exceed 5% during the period of remediation. Meetings will be held on a monthly basis between the resident and the overseeing faculty member/mentor to assess progress with monthly reports made by the mentor to the Education Committee. Periodic examinations may be conducted by the mentor or Program Director during the course of probation as needed. Strict surveillance of the resident's progress will be conducted during the time of remediation. Adequate improvement must be demonstrated to remove a resident from Academic Probation. If the resident's performance continues to be unsatisfactory, the Residency Program Director, in consultation with the Education Committee and the Director of Service, may recommend an extension of the probationary period or dismissal from the radiology residency program.

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