

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

**POLICY ON ACADEMIC WARNING**

It is recognized that radiology residency may present unique challenges to some residents. As residents develop their study methods and habits, it may be necessary for the resident's mentor or the Residency Program Director to counsel some residents regarding chronic tardiness, failure to read enough, poor attendance at conference, or other minor issue. However, a staff member who encounters a resident who exhibits more significant problems, such as failure to see gross abnormalities, failure to marry the imaging findings to a discussion of differential diagnoses to come up with the most likely diagnosis, failure to progress in basic radiological knowledge at the same speed as his/her peers, or some sort of severe behavior problem, shall report the matter to the Residency Program Director promptly.

If a resident is identified during clinical rotations or after a departmental or national examination to have a particular academic difficulty, the Residency Program Director in consultation with the Education Committee and Director of Service may choose to issue a letter of Academic Warning to the resident.

**REQUIREMENTS OF ACADEMIC WARNING**

The resident will be asked to complete a new self-assessment and study plan with particular attention paid to the area of perceived weakness. The resident will review the study plan with his/her mentor and submit it for review and comments to the Program Director. The resident will have monthly meetings with his/her mentor and may be required to take periodic examinations to objectively demonstrate improvement in the area of concern. The resident's mentor will report to the Education Committee on a monthly basis regarding the residents status and, hopefully, improvement. If, after three (3) months, there is improvement and the resident is functioning at the level of his/her peers, then the resident will be notified and no further action, besides usual monitoring, will be taken. Otherwise, extension of the Academic Warning or progression to Academic Probation may be considered.

**APPROVED 7/1/2011  
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