

ACADEMIC PERFORMANCE IMPROVEMENT PLAN (PIP)

Resident:* _____ **Date:** _____

This is to notify you of deficiencies in complying with the academic requirements of your residency training program and inform you of expectations for improvement. Information is detailed below regarding the reasons for this official notice of Performance Improvement status, measures to improve performance, timeframe for meeting expectations, and consequences of not addressing these issues.

Reason(s) for PIP:

These deficiencies include (check all that apply):

___ **PATIENT CARE AND PROCEDURAL SKILLS:** *Residents must be able to provide patient care that is compassionate, appropriate, and effective for the treatment of health problems and the promotion of health and to competently perform all medical, diagnostic, and surgical procedures considered essential for the area of practice.*

Residents are also expected to [include any additional Patient Care and Procedural Skills as further specified by the appropriate RRC]:

Describe deficiency in detail:

___ **MEDICAL KNOWLEDGE:** *Residents must demonstrate knowledge of established and evolving biomedical, clinical, epidemiological and social-behavioral sciences, as well as the application of this knowledge to patient care.*

Residents are also expected to [include any additional Medical Knowledge requirements as further specified by the appropriate RRC]:

Describe deficiency in detail:

___ **PRACTICE-BASED LEARNING AND IMPROVEMENT:** *Residents must demonstrate the ability to investigate and evaluate their care of patients, to appraise and assimilate scientific evidence, and to continuously improve patient care based on constant self-evaluation and life-long learning*

Residents are expected to develop skills and habits to be able to:

- ___ identify strengths, deficiencies, and limits in their knowledge and expertise;
- ___ set learning and improvement goals;
- ___ identify and perform appropriate learning activities;
- ___ systematically analyze practice using quality improvement methods, and implement changes with the goal of practice improvement;

- incorporate formative evaluation feedback into daily practice;
- locate, appraise, and assimilate evidence from scientific studies related to their patients' health problems;
- use information technology to optimize learning; and,
- participate in the education of patients, families, students, residents, and other health professionals.
- [include any additional Practice-Based Learning and Improvement requirements as further specified by the appropriate RRC]:

Describe deficiency in detail:

___ INTERPERSONAL AND COMMUNICATION SKILLS: *Residents must demonstrate interpersonal and communication skills that result in the effective exchange of information and collaboration with patients, their families, and health professionals*

Residents are expected to:

- communicate effectively with patients, families, and the public, as appropriate, across a broad range of socioeconomic and cultural backgrounds;
- communicate effectively with physicians, other health professionals, and health related agencies;
- work effectively as a member or leader of a health care team or other professional group;
- act in a consultative role to other physicians and health professionals; and,
- maintain comprehensive, timely, and legible medical records, if applicable.
- [include any additional Interpersonal and Communication Skills requirements as further specified by the appropriate RRC]:

Describe deficiency in detail:

___ PROFESSIONALISM: *Residents must demonstrate a commitment to carrying out professional responsibilities and an adherence to ethical principles.*

Residents are expected to demonstrate:

- compassion, integrity, and respect for others;
- responsiveness to patient needs that supersedes self-interest;
- respect for patient privacy and autonomy;
- accountability to patients, society, and the profession; and,
- sensitivity and responsiveness to a diverse patient population, including but not limited to diversity in gender, age, culture, race, religion, disabilities, and sexual orientation.
- [include any additional Professionalism requirements as further specified by the appropriate RRC]:

Describe deficiency in detail:

___ SYSTEMS-BASED PRACTICE: *Residents must demonstrate an awareness of and responsiveness to the larger context and system of health care, as well as the ability to call effectively on other resources in the system to provide optimal health care.*

Residents are expected to:

- __ work effectively in various health care delivery settings and systems relevant to their clinical specialty;
- __ coordinate patient care within the health care system relevant to their clinical specialty;
- __ incorporate considerations of cost awareness and risk-benefit analysis in patient and/or population-based care as appropriate;
- __ advocate for quality patient care and optimal patient care systems;
- __ work in interprofessional teams to enhance patient safety and improve patient care quality; and
- __ participate in identifying system errors and implementing potential systems solutions.
- __ [include any additional Systems-Based Practice requirements as further specified by the appropriate RRC]:

Describe deficiency in detail:

Plan for Improvement and Evaluation Criteria

(Description of what the resident must do or cease doing to show that the problem(s) have been corrected. Program Director should give the Resident very clear cut activities and assessment expectations. This will make the decision easier for the Program Director.

Deficiencies selected from above	Improvement Activities	Assessment Method
<i>Example: Identify strengths, deficiencies and limits in one's knowledge and expertise</i>	<i>Write a reflection paper that: reflects on your underlying motives/reasons for lapse in professionalism, describe the impact on relationship with other healthcare professionals, identify ideal professional behavior, outline corrective actions and summarize any insight you gained through this self-reflective activity.</i>	<i>Submission of reflection paper</i>

Timeframe for Performance Improvement (include the amount of time that the Resident has to demonstrate the ability to satisfy the plan's requirements.

Consequences

- Failure to successfully meet all of the requirements for performance improvement will result in one of the following actions:
 - 2nd PIP
 - Delay in taking boards
 - Repeat an identified set of rotations
 - Repeat entire year/non-promotion
 - Probation
 - Suspension
 - Non-Reappointment
 - Dismissal/Termination

Resident & Program Director Acknowledgement:

On this date, I have met with the Program Director to discuss my performance in the residency training program. I have read this Academic Performance Improvement Plan and the expectations for improvement listed above. I understand that needed improvement must be achieved and maintained and failure to correct areas of marginal/unsatisfactory performance or behavior will result in the consequences listed above: a 2nd PIP; possible delay in taking boards; repeating a rotation or identified sets of rotations; repeating an entire year of training/ non-promotion; probation; suspension; non-reappointment for the next academic year; or dismissal, immediate termination from the program.

_____	_____
Resident Signature	Date
_____	_____
Program Director Signature	Date
_____	_____
Associate Dean and DIO	Date

*The term, “Resident,” refers to both Resident and Fellow trainees.

Revised and Approved by the GMEC 5/16/2017. Administrative edits 5/8/2019.