

Emergency Medicine Physician Assistant Residency

Academic Progression

Graduation Requirements

In order to successfully complete the requirements for training in Emergency Medicine at the Iowa Emergency Medicine Physician Assistant Residency Program, residents must demonstrate sufficient professional ability to practice independently as an Emergency Medicine Physician Assistant proficiently in all six core competencies. Specifically, a resident must:

- Perform satisfactorily in the required clinical services.
- Acquire and apply appropriate medical knowledge specific to Emergency Medicine.
- Provide patient care that is professional, compassionate, appropriate, and effective for the treatment of health problems in Emergency Medicine.
- Learn to effectively utilize a given health care system to optimize patient care.
- Incorporate and establish habits of practice based learning and improvement into their own practice.
- Effectively communicate with patients, family and the healthcare team.
- Demonstrate a commitment to carrying out professional responsibilities, adherence to ethical principles and sensitivity to a diverse patient population.
- Actively participate in the required planned weekly didactic Emergency Medicine conferences. This is further detailed in the “Conference Attendance Policy” portion of the manual.
- Complete all educational activities, assignments, patient follow-ups, and procedure logs by **November 1st and May 1st** of each year prior to the semi-annual evaluation.
- Duty hours must be logged.
- Documentation must be **done within 24 hours** of the end of your shift. If a patient is admitted to the hospital or has a planned follow up the next day your note must be finished before you leave the hospital after your shift.
- If educational activities, patient follow-ups, procedure logs, duty hours, and patient documentation are consistently not performed in acceptable manner resident remediation will be required. Remediation may take the form of scheduled structured time in the educational area to complete the activities, individualized procedural training, or other activities as determined by the residency program leadership.
- Develop elective rotations tailored to interests and educational needs.
- Perform at a level commensurate with your training on all testing and assessments including, but not limited to Mock Oral Exams, Simulator Performance, and ROSH Review Exams (within one standard deviation of the mean for your class).
- Regularly update resident portfolio by reflecting on performance and developing plans for continual improvement.
- Be up to date on hospital compliances
- Adhere to all applicable UIHC and departmental policies, specifically but not limited to Duty Hours and Procedure Documentation policies.

Unsatisfactory Performance/Remediation

On occasion, a resident's performance is less than what is expected for their level of training. If a resident's performance is deficient in any of the six competencies, milestones, program compliances, or hospital compliances then a resident may be placed on "Observational Status".

Observational Status

Once placed on observational status, a formal counseling meeting will be held between the resident and the class advisor. Discussion of the specific unsatisfactory performance areas will be documented and future performance expectations will be outlined and agreed upon in a formal "*Plan for Improvement*". Regular meetings with the class advisor will be held during the observational period to review progress. A resident will be removed from "Observational Status" once program leadership has determined current and sustainable success. If a resident does not show adequate improvement despite being placed on "Observational Status" then they will be furthermore placed on "Formal Resident Remediation."

Examples of Plans for Improvement:

Deficiency of medical knowledge: The resident who is deficient in medical knowledge in a certain area of the core curriculum will be assigned extra reading from a core text. That reading will be summarized via weekly meetings with their class advisor.

Deficiencies in professionalism, for example failing to finish notes or institutional training requirements will result in intensive (weekly) monitoring of progress until the deficiencies are resolved.

Formal Resident Remediation

In the unlikely event that the resident does not improve with the additional support, then the program director with the assistance of the class advisor and education committee will outline a formal remediation plan that is individual and specific for a resident's deficiencies. A copy of this remediation plan will be reviewed and signed by the resident and program director.

The resident will meet with their class advisor or program director in a bi-monthly fashion to review progress being made on their remediation plan. Written documentation of all remediation sessions will be kept on file in the department.

Failure to meet expectations from remediation may constitute grounds for additional training time added to the residents program, and further lead to failure to renew annual contract, dismissal, or failure to be recommended to future employers as a suitable candidate. Failure to meet the terms set forth in the remediation plan will result in the non-renewal of resident's contract or termination of employment.