

MACORTHO RESIDENT PROMOTION GUIDELINE

Purpose

To ensure complete and adequate transparency for promotion for each resident in the Orthopedic Surgery Residency Program, Department of Surgery at McMaster University.

Process

1. A formal promotion of each resident will take place at the RPC meeting in May of each academic year. Residents on the Committee should be excluded from any conversations about their colleagues.
2. The membership to promote the residents in the program will be comprised of:
 - a. Program Director of the Residency Program (Chair)
 - b. Associate Program Director
 - c. Clinical Teaching Unit Directors- SJH, HGH, MUMC, JHCC
 - d. Program CoordinatorQuorum is achieved when 5 out of 7 members are present. The Chair has the deciding vote in matters resulting in a tie.
3. The following information will be reviewed/discussed for each candidate in reaching a decision with respect to promotion for the next academic year:
 - a. Attendance at Grand Rounds, Academic Half Day and other required events;
 - b. Rotation Evaluations (ITERs);
 - c. Competency Committee reports throughout the year;
 - d. Any reported concern regarding professionalism or other intrinsic competencies;
 - e. Participation in required teaching activities including Academic Half Day presentations;
 - f. Timely maintenance of procedure log;
 - g. Completion of evaluations;
 - h. Results of OITE, OSCE and Anatomy exam.
4. It is a requirement for promotion to PGY3 that all EPAs be successfully completed in Surgical Foundations even though the resident has successfully passed the Surgical Foundations Royal College exam. If for some reason EPAs cannot be achieved then an education plan must be put in place in writing and approved by the Program Director or Associate Program Director before any promotion to PGY3 takes place.
5. After consideration of this information, the committee will make one of the following decisions:
 - a. Promote
 - b. Promote pending proof of completion of a specific element by a defined date
 - c. Not promote – repeat number of blocks and/or rotations and/or level
6. Subsequent to the meeting the Program Director will communicate the result in writing to each candidate.
7. Appeals of the committee's decision may be made in accordance with McMaster PGME postgraduate evaluation policy. <https://pgme.mcmaster.ca/app/uploads/2022/12/Appeals-Policy-FINAL-November-2022.pdf>