


<b>Name of Policy:</b>	<b>Residents as Educators</b>	 <p><b>Effective date: 03/06/2018</b></p>	
<b>Policy Number:</b>	<b>3364-86-036-00</b>		
<b>Approving Officer:</b>	<b>Dean, College of Medicine and Life Sciences</b>		
<b>Responsible Agent:</b>	<b>Director, Graduate Medical Education</b>		
<b>Scope:</b>	<b>UT College of Medicine Residents</b>		
<input type="checkbox"/>	New policy proposal	<input type="checkbox"/>	Minor/technical revision of existing policy
<input type="checkbox"/>	Major revision of existing policy	<input checked="" type="checkbox"/>	Reaffirmation of existing policy

POLICY

All Graduate Medical Education programs must educate and mentor residents in their role as educators. The programs must develop, implement and oversee an appropriate curriculum to facilitate residents in developing effective teaching skills.

PURPOSE

To assure that the resident appropriately develops the teaching skills during the course of their residency education at The University of Toledo College of Medicine and Life Sciences.

PROCEDURE

**Required Curriculum**

Every residency program must have a specific curriculum to educate and evaluate residents, including learning objectives and evaluation tools, to instruct residents in their role as educators of both medical students and junior level residents. This curriculum must span all years of the educational program. The curriculum may involve any combination of educational experiences including presentations, small group discussions or self-study online modules. The materials used may be developed locally or acquired from a professional organization. A description of the curriculum as well as the number of hours involved must be attached to the Annual Program Profile submitted to the GME Office. Attendance and/or participation records documenting residents' participation must also be submitted on an annual basis. Attendance and/or participation records must be maintained in New Innovations, which allows for central monitoring by the Office of Medical Education.

**Residents in the Role of Educators of Medical Students**

On an annual basis, all residents must be provided with a copy of the clerkship objectives for all required and/or elective clerkships during which the program residents teach medical students. The objectives of the clerkship must be provided and reviewed at the beginning of each year. The appropriate Clerkship Director and the Residency Program Director must discuss the clerkships objectives and the residents' role in teaching medical students during the required and elective clerkships. Residents must also be oriented to the required evaluation processes, both formative and summative, required by the clerkships.


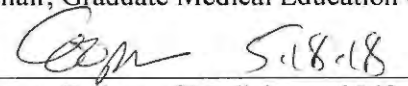
Program Directors, must request from the Clerkship Office semi-annual evaluation reports completed by medical students (on required clerkship and aggregated elective clerkships) on the residents' teaching skills. Program Directors must share this feedback with the individual residents.

The evaluations should be reviewed and discussed with the resident at the semi-annual evaluation meeting with the resident. If applicable, a remediation plan to enhance resident's teaching skills should be developed and reviewed.

The Program Director must meet with and develop a remediation plan for residents who receive multiple "poor" evaluations on a single report or repeated "poor" evaluations to develop a remediation plan. A follow-up report will be required concerning the resident's progress in achieving their remediation plan. Both the remediation plan and follow-up report must be submitted to the Graduate Medical Education office.

### **Residents in the Role of Educators of Junior Level Residents**

The Program Director must review the program evaluations, i.e. peer, faculty, etc. at least semi-annually with the resident. If a pattern of poor evaluations is received regarding the resident's teaching skills a remediation plan to enhance the resident's teaching skills should be developed and reviewed.

<p>Approved by:</p> <p> Chair, Graduate Medical Education Committee</p> <p> 5.18.18 Dean, College of Medicine and Life Sciences</p> <p>Review/Revision Completed by: Graduate Medical Education Committee</p>	<p>Policies Superseded by This Policy:</p> <ul style="list-style-type: none"><li>• None</li></ul> <p>Initial effective date: 03/06/2007</p> <p>Review/Revision Date: Reviewed 3/3/09, Reviewed 3/1/11, Revised 6/7/11, Revised 12/6/11, Revised 3/6/12, Reviewed 3/4/14, Revised 3/1/16, Reviewed 3/6/18</p> <p>Next review date: 3/2020</p>
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