

# MUSC GRADUATE MEDICAL EDUCATION – PERFORMANCE IMPROVEMENT PLAN (PIP)

Resident Name: \_\_\_\_\_ PGY Level: \_\_\_\_\_ Residency Program: \_\_\_\_\_ Start Date: \_\_\_\_\_ End Date: \_\_\_\_\_

**Important note for those residents on visas:** If your performance improvement plan causes your training to be extended, you must contact the HR department within the College of Medicine.

Item	Description	Plan
Characterization of the lapse or performance improvement needed	<i>Use Competencies to characterize</i>	
Goal(s)	<i>Describe in terms of specific competency(ies)</i>	
Requirements: <i>Educate</i>	<i>If needed, activity(ies) for learner to study about expected behavior change, why it is important, what behaviors define success</i>	
Requirements: <i>Behavior/Performance Change</i>	<p><i>SMART objectives</i></p> <ol style="list-style-type: none"> <li><i>1. Specific – Objectives should specify what they want to achieve.</i></li> <li><i>2. Measurable – You should be able to measure whether you are meeting the objectives or not.</i></li> <li><i>3. Achievable - Are the objectives you set, achievable and attainable?</i></li> <li><i>4. Realistic – Can you realistically achieve the objectives with the resources you have?</i></li> <li><i>5. Time – When do you want to achieve the set objectives?</i></li> </ol>	
Requirements: <i>Monitoring</i>	<i>Who, frequency, expectations for follow-up meetings</i>	
Requirements: <i>GME</i>	<i>Policies or practices that may affect the resident on performance improvement plan.</i>	<i>Successful completion of this plan is determined by your CCC (Clinical Competency Committee). Renewal of a resident agreement will not be actualized until it has been determined that you have successfully completed the plan. If you are on a performance improvement plan or placed in one after a renewal agreement has been tendered and/or executed, GME reserves the right to rescind/cancel the renewal agreement.</i>

		<p><i>Per the MUSC GME Resident Handbook, a resident who is on a performance improvement plan prohibited from engaging in any moonlighting activities during the period of the plan.</i></p> <p><i>The resident cannot be nominated to serve as a Resident Representative if s/he has been placed on a performance improvement plan.</i></p> <p><i>If the resident is placed on a performance improvement plan while serving as a Resident Representative, s/he will be required to refrain from continued participation and the committee alternate will be asked to serve in the place of the affected resident until after the plan has been successfully completed or a new representative has been chosen for the next academic year, whichever takes place first.</i></p> <p><i>The resident will report any contact, whatsoever, with law enforcement to his/her PD, Chair or the DIO within 48 hours of the interaction.</i></p>
<p>Consequences for incomplete success</p>		<p><i>Consequences for incomplete success of the performance improvement plan may include but not be limited to being placed on a continued plan, an extension of the resident's training, non-renewal/revocation/cancellation of any resident agreement, or dismissal from the MUSC residency program.</i></p>
<p>Consequences for relapse during or beyond the performance improvement plan period.</p>		<p><i>Consequences for relapse during or beyond the performance improvement plan period may include but not be limited to being placed on a continued plan, an extension of the resident's training, non-renewal/revocation/cancellation of any resident agreement, or dismissal from the MUSC residency program.</i></p>

Program Director Signature/Date \_\_\_\_\_ ACGME DIO Signature/Date \_\_\_\_\_

Resident Signature/Date \_\_\_\_\_

"I have read and understood the content and terms of this performance improvement plan. I understand what is expected of me and what I need to accomplish in order to successfully complete it."