



Institutional Policy on Residency Closure, Reductions and Substantial Disruptions to Patient Care or Education

Residency Closure/Reduction:

It is recognized that it may become necessary, at some future date, to decrease the size of a training program or to completely close a training program. In the event of either, it will be the primary goal of THMEP to ensure that residents in the training program at the time of the change receive an ongoing, high quality education and clinical experience with as little interruption as possible.

To this end, the following procedure is required:

- Once it is known that a training program will either decrease the size of its resident complement or close, the Designated Institutional Official (DIO) will notify the Program Director, along with the GME Committee, TMC senior leadership and other program leadership, as appropriate. This notification should be accomplished in a timely manner.
- Whenever possible, a training program should be down-sized in a phased-in manner, allowing all current trainees to complete their education without transfer to another program or interruption of their training experience. Similarly, program closure should ideally occur at a time that would allow all current residents or fellows to complete their educational experience without transfer or interruption.
- When a decrease in the size of a training program, or a program closure must occur in a manner that will not allow for all current residents to complete their educational experience at THMEP, it is the responsibility of the Program Director, DIO and THMEP to assist residents in enrolling in an ACGME accredited program, or an appropriately accredited program for non-AGCME programs, at which they may continue their education. This assistance will include letters of recommendation, the timely provision of training and employment records, and, at times, financial support for the ongoing training.

Substantial Disruption in Patient Care or Education:

In the event of a disaster or similar substantial disruption of patient care or education within the program, THMEP will, in accordance with ACGME Policies and Procedures, maintain salary, benefits and professional liability coverage, and will coordinate resident/fellow assignments in such a way as to prioritize resident education and the meeting of training requirements while addressing emergency medical needs.