1.0 POLICY:

1.1. Upon recommendation from the Program Director and Program Coordinator, and approval by the Director of Pharmacy, a pharmacy resident may be dismissed during the term of the residency for unsatisfactory performance or conduct.

2.0 PURPOSE:

2.1. A pharmacy resident that demonstrates unsatisfactory performance or conduct is a liability to patient health, to the department, and to the hospital and may be dismissed from the residency program prior to completion if deemed necessary.

3.0 PROCEDURE:

3.1. Dismissal of a resident during the term of the residency

3.1.1. Recommendation must come from the Program Director and the Program Coordinator, and must be approved by the Director of Pharmacy.

3.1.2. A resident may be dismissed for unsatisfactory performance or conduct which includes but is not limited to the following:

- Performance which presents a serious compromise to the acceptable standards of patient care or jeopardizes patient welfare
- Unethical conduct
- Illegal conduct
- Excessive tardiness and/or absenteeism
- Job abandonment, defined as three days absent from the program without notice to the program director
- Failure to obtain Maryland licensure within 90 days from residency start dates
- Mental impairment caused by mental disorder or substance abuse

3.1.3. Following the decision to dismiss a resident from the program during the term of the residency, a letter detailing areas deemed unsatisfactory and the reasons for the dismissal will be sent to the resident.

3.1.3.1. Following the transfer of a dismissal letter to the resident, the dismissal will be final, and all compensation and benefits will end, effective that date.