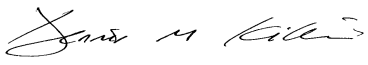


SUBJECT: PGY1 – RESIDENT DISMISSAL	REFERENCE # 6110
DEPARTMENT: PHARMACEUTICAL SERVICES	PAGE: 1 OF: 1
APPROVED BY: 	EFFECTIVE: 05/13 REVISED: 09/15, 9/18

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.