

**University of New Mexico Department of OB/GYN
Residency Program
CCC Policy**

Introduction

In 2013 the Accreditation Council on Graduate Medical Education (ACGME), as part of the Next Accreditation System (NAS), determined that all training programs must have clinical competency committees (CCC). The theory behind CCC is that assessment by a consensus of a diverse group of faculty reinforces when a resident is doing well and identifies areas of concern for a resident having problems. The ACGME allows program directors leeway in deciding how the CCC performs its work as long as all ACGME guidelines are followed.

Procedure

The Program Director (PD) must appoint members of the CCC to assist him/her with the responsibilities outlined in this policy. At a minimum, the CCC must be composed of three members of the program faculty. Additional members may include faculty from other programs and non-physician members of the health care team.

The CCC must ensure that residents/fellows are evaluated fairly and honestly and that each resident/fellow receives consistent treatment. At all times, the policies and procedures of the CCC will comply with those of the Graduate Medical Education Office (GME) and the sponsoring institution. The CCC must apply GME evaluation, remediation, promotion, and due process protocols fairly and indiscriminately. Where circumstances warrant, the membership of the committee may be altered to avoid a potential conflict of interest, or to protect the privacy of the resident.

Responsibilities of the Clinical Competency Committee

Semi-Annual Evaluations and Milestones:

In addition to global assessments, the CCC must review all other evaluation tools used by the program. The CCC will use data garnered from evaluation tools to prepare and assure the reporting of the Milestone evaluations of each resident semi-annually to the ACGME.

Promotion:

The CCC is expected to advise the PD regarding the promotion of each eligible resident.

Remediation:

If the CCC advises the PD that remediation is necessary for a resident, a remediation plan must be developed that is individualized, explicit and well documented. The GME Office must be notified of all residents placed on written academic remediation.

Format

- Meetings of the CCC will occur at least 2 times per academic year.

- Each resident's performance data in the core competencies will be reviewed at least twice yearly.
- The CCC will systematically review each resident prior to the end of the academic year and make recommendations to the program director regarding final competency ratings, advancement, certification, etc.
- The CCC works with the program director to develop appropriate remediation plans, as necessary.
- All members of the Committee agree to keep the information discussed confidential.

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