

# TOP 10 Tips for Addressing Probation Status & How to Respond to Adverse Actions



An educational resource brought to you by Margie Kleppick, President & CEO

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*“Probation.” The word strikes fear in the hearts of every Program Director and DIO. Yet, conference sessions about probation and other adverse actions that can befall residency programs tend to be poorly attended. Like so many other untoward events, you may not want to even consider the possibility! Do you know what to do to avoid adverse actions in your residency program? We have some thoughts to share with you:*

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**1** Learn which ACGME actions are adverse events, and which are just warnings or undesirable realities. Understanding the nature of the problem is the first step in devising an appropriate solution.

**2** Learn about the ACGME requirements: Institutional, Common, and Specialty-Specific. Learn about the ways in which the program should interface with ACGME on a routine basis. Learn about the ACGME staff available to advise you. You cannot be successful in any venture unless you first learn the rules of the game.

**3** Prevention... prevention... prevention. Assess the areas where you may be vulnerable and take appropriate actions to strengthen your program. Maintaining an excellent residency program requires continual hard work—but in the end, it is easier than rebuilding a program in distress.

**4** The GMC and the DIO have an important role in supporting programs and identifying their areas of weakness. The programs need to support and cooperate with the institution's GMC to enable the Sponsoring Institution's continued accreditation. Working together, you can find strength in that common bond.

**5** Use the annual program evaluation and improvement process and the GMC Internal Review process as tools to avoid repeat citations. These required reviews are not onerous chores—they are the barrier that can keep you from sliding down that slippery slope.

**6** Face reality! GME education is changing and evolving every day. Do not depend on successfully arguing your philosophy as your primary method for avoiding compliance with the new accreditation requirements.

**7** Get help! If faced with the reality of a proposed adverse action, this is no time to go it alone. Reach

out to your GMC, your DIO, institutional leadership, the ACGME, your peers, and experts for advice and assistance.

**8** Make the necessary changes. Whether you are faced with a true adverse action, or just a less than ideal accreditation finding, embrace the opportunity to analyze the problem and develop a meaningful solution.

**9** Follow ACGME's identified process for responding to proposed adverse actions—starting immediately after receiving notification!

**10** Make program improvement an ongoing activity, not just something to pledge when an adverse action is proposed.

Adverse actions impact only a small number of ACGME accredited programs and institutions each year. For the individual programs involved, however, the experience can be devastating.

*To learn more about how to respond to proposed probation or other adverse events in your program—and more importantly, how to prevent them, join us on February 23 for a special 1 1/2 hour one session telecourse: “Probation and How to Respond To Adverse Actions.”*



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Learn more about Dr. Henderson at  
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**Probation & How to Respond to Adverse Actions**

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Feb. 23, 2009

**NEW DAY! Monday, \*Noon-1:30 p.m.**

**For registration and cost details, visit:  
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**\*Note: Special 1.5 Hour Telecourse**