

TEXAS TECH UNIVERSITY HEALTH SCIENCES CENTER AT EL PASO
Paul L. Foster School of Medicine
GRADUATE MEDICAL EDUCATION
Standard Policy and/or Procedure

TITLE: GME Resident Advisor Policy

APPROVED: 12/10/21

REVISED:

EFFECTIVE DATE: 12/10/21

PURPOSE: The GME Resident Advisor for Graduate Medical Education (GME) promotes a positive climate for residency and fellowship education. The GME Resident Advisor will serve as an independent, impartial, informal, and off-the-record resource for residents and fellows with training related concerns. The GME Resident Advisor is recognized by the institution to complement existing resources residents have to raise concerns without fear of retaliation or intimidation.

POLICY STATEMENT: The Sponsoring Institution (SI), through the Graduate Medical Education Committee (GMEC), is dedicated to assuring that residents have an impartial party to serve as an additional resource for concerns regarding training-related issues. A GME Resident Advisor can serve as a resource for residents and fellows by listening to issues, providing resources and advice, and by working with institutional leadership. There will be three (3) appointed faculty to serve in this position.

Goals of the GME Resident Advisor:

1. Provide an additional avenue for residents and fellows to be heard.
2. Assist in identifying options and providing resources in the management and resolution of concerns.
3. Orient residents and fellows to GME policies and procedures.
4. Refer individuals to appropriate formal processes and resources.
5. Facilitate communication between conflicting parties in conjunction with the GME Dean's Office as appropriate.
6. Consult with the GME Dean's Office regarding recommendations, operations, systems, policies, and processes that could implement change to improve the training environment.
7. Share anonymous feedback about trends and concerns that would be important for the GME Dean's Office to be aware of as appropriate.

GME Resident Advisor Qualifications:

1. Should be a faculty member in good standing within their own department.
2. Should be familiar with Graduate Medical Education responsibilities
3. The three individuals selected should not be from the same department.
4. The individuals selected should not be a Program Director, Associate Program Director or Department/Division Chair.

Selection of GME Resident Advisor:

1. The House Staff Association Committee (HSAC) will search and offer three qualified candidates the position of GME Resident Advisors.
2. The House Staff Association will present the selected individuals for formal appointment by the GMEC.
3. The Chair of the GMEC will provide a notification letter to the three GME Resident Advisors.
4. The term of this appointment is for a maximum of three (3) years.
5. The DIO will orient the GME Resident Advisors to their role.
6. If a GME Resident Advisor is no longer able to fulfill this function before the term is completed, he/she should notify the DIO and the HSA President at least 30 days in advance.

Excluded functions of the GME Resident Advisor:

1. Authority to make decisions on behalf of a program, the GME Dean's Office, or the institution.
2. Contacting the Program Director to maintain confidentiality of the resident/fellow bringing up the matter
3. Perform formal investigations, offer opinions on administrative decisions, or participate in any formal grievance or complaint proceedings.
4. Maintain official University/GME records.
5. Provide legal advice.
6. Replacement of formal reporting channels.
7. Receiving notice on behalf of the University/GME.

GME Resident Advisor Services:

1. Hear issues and concerns.
2. Clarify policies and procedures.
3. Identify and evaluate options for managing and resolving conflicts.

4. Identify and facilitate avenues of communication.
5. Connect with the appropriate individuals at the trainee's request.
6. The GME Resident Advisor must report any EEOC/Title IX concerns to the University's Title IX Coordinator.
7. The GME Resident Advisor must report any Americans with Disabilities Act or discrimination claims to the appropriate office for investigation.

Confidentiality:

To the greatest extent possible, the GME Resident Advisor will maintain the privacy of the identity of residents and fellows who do not want their identity shared.

Contact Information:

Contact information will be available on the GME web page under the GME Resident Advisor tab

Physician-In-Training Acknowledgement:

I _____ acknowledge that I have read and understand the content in this policy.

Physician-In-Training Signature

Date