Disciplinary Action Notice

**DATE 2016**

To: **REDACTED, MD**

It has been brought to the attention of the Department of **Emergency Medicine** that you are not meeting expectations for your performance as an emergency medicine resident with regard to professionalism. In order to address the deficiencies outlined below, we have developed a plan that delineates our expectations for your improvement.

This is a formal follow-up to the meetings that we had on REDACTED, 2016. Our first meeting was a fact finding meeting with Dr. REDACTED, Dr. REDACTED, Dr. REDACTED and Dr. REDACTED. The second meeting was further discussion related to the issues outlined below including the disciplinary action plan attended by Dr. REDACTED and Dr. REDACTED with you.

Top of Form

1. Type of Disciplinary Action:

**Written Warning**

Bottom of Form

1. Observed deficiencies:
2. **PROFESSIONALISM**

**EM Subcompetency 21: Accountability (PROF2) Demonstrates accountability to patients, society, profession and self.**

**Within this, the Level 1Milestone is achieved with «Uses social media ethically and responsibly».**

 **Most recently, on** REDACTED**, the residency leadership was informed of Facebook postings made by Dr.** REDACTED **in a private group made up of residents and nurses in our department called** REDACTED **In this conversation, Dr.** REDACTED **referred to one of our attending physicians, Dr.** REDACTED**, as a** REDACTED**. She also made comments related to our medical director, Dr** REDACTED **as** REDACTED**.**

 **Dr.** REDACTED **and the Program Director also spoke in** REDACTED**, related to text messages that she posted on the GroupMe app used by the residents in our program. At that time, another resident colleague made a complaint related to disparaging comments made about him alleging that he had an STI as well as mismanagement of a patient with an ectopic pregnancy.**

 **On the social media posting, Dr.** REDACTED **also referred to being “**REDACTED**” the night before a clinical shift at 7am.**

1. **PRACTICE-BASED LEARNING AND IMPROVEMENT**

 **The EM Milestone 19 relates to practice-based learning and improvement. One of the behaviors linked with the achievement of Level 3 is “Continually assesses performance by evaluating feedback and assessment”. Dr.** REDACTED **demonstrates deficiencies in her ability to process feedback in a constructive as a modality to improve her clinical practice. Specific examples of this include a written evaluation by Dr.** REDACTED**, electronic feedback from Dr.** REDACTED**, and the above incident with Dr.** REDACTED**.**

1. Actions necessary to improve on these deficiencies:

**For each competency area listed above, detail the actions that the resident will need to take for improvement.**

**PROFESSIONALISM**

1. **We will provide reading resources related to professionalism and the importance of adherence to social media policies. After completing the reading assignment, Dr.** REDACTED **will complete a reflective writing piece describing what she has learned and her plans for moving forward in her professional career.**
2. **Patterns of behavior (Group Me texting related to a colleague, the facebook posting most recently) have now impacted her work due to the fact that a professional relationship with an attending physician has been jeopardized. Therefore, Dr.** REDACTED **will have a psychiatric evaluation with a member of the Department of Psychiatry in order to explore her issues related to interpersonal communication and judgment. It is also clear from discussions that Dr.** REDACTED **needs assistance in dealing with the ability to receive feedback or having challenging interactions from supervising faculty leading to some of her behavior.**
3. **Additionally, during her psychiatric assessment, we will ask for a formal screening for issues related to drinking as this may have impacted her behavior and posting.**
4. **Dr.** REDACTED **is encouraged to engage in an ongoing relationship with either a psychiatrist or therapist to help work through some of the emotional issues related to this disciplinary action as well as her ongoing struggle with receiving feedback.**
5. **Upon notification of the name of the psychiatry referral, Dr.** REDACTED **will need to complete the evaluation within two weeks.**

**PRACTICE-BASED LEARNING AND IMPROVEMENT**

1. **Dr.** REDACTED **will meet with the program director to go through faculty evaluations that she receives and we will talk through appropriate responses to any comments that are made with criticism of her performance in order to identify corrective plans in her practice related to the feedback.**

1. How progress will be assessed:

**A. MULTISOURCE FEEDBACK**

 **Dr.** REDACTED **will solicit and review feedback from faculty related to professionalism.**

**B. PSYCHIATRIC ASSESSMENT**

 **Dr.** REDACTED **will receive confirmation that Dr.** REDACTED **has had a formal evaluation by a member of the Department of Psychiatry.**

1. Our program will inform Dr. REDACTED fellowship program of this plan given the importance of continued mentorship and advisement during her fellowship training period and our concerns related to the professionalism core competency and milestones.
2. Dr. REDACTED will no longer work clinical shifts under the supervision of Dr. REDACTED in the Emergency Department. It is the responsibility of Dr. REDACTED to switch her shift to the opposite site which has an equivalent R3 shift at all times.
3. Deadline for demonstration of improvement: **June 1, 2016**
4. Consequences of failure to show improvement:

If you are unable to improve your performance, you will be subject to further disciplinary action, up to and including termination from the program or delay of graduation which is currently scheduled for June 22, 2016.

1. Upon successful completion of the above details, a memo will be formally placed in Dr. REDACTED file stating that she met the requirements and successfully remediated her professionalism.

Sincerely,

REDACTED

Please sign below to attest that you have read and understood the above content and consequences.

Resident Signature: