

Deal with a Problem Trainee

Compliments of CORE Faculty Development

- I. Problem Trainee: Definition
Trainee experiencing difficulty in performance resulting from problems with cognitive/emotional and/or personal issues and who comes to the attention of evaluators.

- II. Categorizing the Problem Trainee
 - Knowledge base
 - Judgment
 - Attitudinal/Motivational
 - Stress/Coping
 - Multifactorial

- III. 4-D Model (MSU) for Approaching the Problem Trainee
 - **Define** and categorize the problem(s).
 - **Divulge** information.
 - **Develop** a remediation plan that is reasonable in light of the problems that have been defined.
 - **Document** the whole process.

- IV. Guidelines for Dealing with a Problem Trainee: Academic and Disciplinary (Information taken from Wagner, RF (1993). "Medical student academic misconduct: implications of recent case law and possible institutional responses". *Academic Medicine*).

Guidelines for Dealing with a Problem Trainee: Academic

- Ensure fair and equitable treatment for all trainees: develop a public evaluation method, review the entire record of performance, and avoid arbitrary and capricious actions by sticking to the facts and following established review process.
- Provide sufficient notification of problem and consequences if problem is not resolved, written notification is preferable.
- Provide a formal hearing for trainee to respond.
- Establish a probationary period during which time the individual is closely observed and scrutinized using a remedial plan with a follow-up review date.
- Collect information during the probationary period and conduct follow-up review on the established date.
- Make one of the following decisions: 1) Accept resolution of the problem. 2) Continue probationary period. 3) Dismiss trainee promptly for failure to meet the academic standards.

Guidelines for Dealing with a Problem Trainee: Disciplinary

- Prevention is the key: Clearly define the problem, delineate the 3 P's (policies, procedures, penalties), provide this information in catalogs, brochures, handbooks, and other publications, obtain information from the hospital's legal office on how to conduct "disciplinary hearings".
- When a disciplinary problem occurs: Collect information regarding the accusation of misconduct to a level that is "beyond a reasonable doubt", assess the "mental state" of individual using the Model Penal Code as a guide, conduct a fair "disciplinary hearing" for the accused, decide on an appropriate punishment based on the "proscribe act" and the individual's mental state in accordance with your institutional policy.

References

Michigan State University OMERAD. 4-D Model.

Wagner, RF (1993). "Medical student academic misconduct: implications of recent case law and possible institutional responses". *Academic Medicine*.