Policy 3.100 Graduate Medical Education Committee
Section Resident/Fellow Supervision/Work Environment
Subject Supervision
Policy Requirements ACGME Institutional: 3.2.d.; 3.2.d.1.; 4.10.; 4.10.a.
Version History Current Version: 11/2026 Last Revision: 11/2022 Legal Review: 9/2026

Purpose: To address supervision of residents and fellows.

Policy: The College of Medicine (COM) Graduate Medical Education Committee (GMEC) policy outlines supervision for residents/fellows and requires each Accreditation Council for Graduate Medical Education (ACGME)-accredited program to have a written program-specific policy consistent with the institutional policy and the respective ACGME Common and specialty/subspecialty-specific Program Requirements. This policy outlines how the Sponsoring Institution oversees supervision of residents/fellows consistent with institutional and program-specific policies and mechanisms by which residents/fellows can report inadequate supervision in a protected manner that is free from reprisal.

Process:

Program-Specific Policy

Each COM ACGME-accredited program must have a written program-specific supervision policy that addresses ACGME requirements related to supervision. The policy must include the program director's responsibility related to supervision of residents/fellows, the role of core faculty in the supervision of residents/fellows and levels of graded supervision. The policy must also outline how the program ensures compliance with ACGME Common Program Requirements (CPR):

- CPR 6.5 -6.6: Supervision and accountability
- CPR 6.7 – 6.9.c.: Levels of Supervision
- CPR 6.10 – 6.10.a.: Guidelines for communication with faculty
- CPR 6.11: Faculty supervision assignments

Programs will review and update their program-specific supervision policies on an annual basis. Policies will be housed in the residency management system, New Innovations. The COM GME Office provides resources such as policy templates for use by programs. Assistance in policy development is available upon request to the COM GME Office.

Institutional Oversight

The UAMS COM GMEC supports oversight of residents/fellows in ACGME-accredited programs through the review of institutional and program ACGME survey data related to supervision on an annual basis. Programs with concerns related to supervision may be placed on Special Review. Annually, the COM

GME office will review all program supervision policies and provide feedback to programs to ensure ACGME requirements are outlined in their program policy.

Reporting Mechanisms

The UAMS i-safe system is an anonymous institutional reporting system that allows residents/fellows to report incidents including professional misconduct and/or discrimination. The Designated Institutional Official receives notification of any resident concerns submitted through i-safe and is part of the resolution of reported resident concerns. The UAMS COM GME has developed a Raising Concerns brochure, which outlines the various ways residents and fellows may report inadequate supervision in a protected manner that is free from retaliation.

Training

All residents/fellows will complete a mandatory Preparation to Teach module developed jointly by the UME Curriculum Office and the GME Office. Completion of this module will be centrally monitored by the GME Office, and the data will be shared with the UME program.

References

UAMS UME Policy: Preparation of Residents to Teach