LEARNING OBJECTIVES

After working through this program, you should be able to:

• Identify performance and behavior patterns that warrant an evaluation

• Recognize poor performance as a symptom with multiple possible etiologies that should be addressed

• Determine when the program’s best option is to terminate (or not renew the contract of) the resident, with a recommendation that s/he consider a different specialty, a different program, or a different career

• Explain the principle of “reasonable accommodation,” as set forth by the Americans with Disabilities Act (ADA)

• List the “essential job functions” of your residency program

• Name effective interventions that can help a resident address deficiencies in performance or behavior

• Describe the process of evaluation by an employee health office and a state’s physicians health program

• Respond appropriately to candidates with disabilities who apply for residency positions