

Activity 2: **Role-play non-renewal of contract discussion**

A fellow in your program has failed to demonstrate improvements in professionalism despite the remediation team implementing first a focused learning plan, then a remediation plan without success. The CCC/education committee reviewed the fellow's entire record and subsequently recommended a formal period of probation, in accordance with institutional policies. Although the fellow agreed to the terms of the probation plan, s/he has not followed up on the recommended goals of the probation period. The committee has documented completion of the probationary time period without satisfactory progress and the current plan for non-renewal of contract has been made. (15 minutes)

Role: **Learner:** you are a fellow that was identified to have deficiencies in professionalism including arriving late to work, not completing medical records for weeks at a time and have been told your communications with non-physician caregivers is rude, condescending and is disruptive to the multidisciplinary team approach to patient care.

The Fellowship Director and members of the remediation team met with you to implement a remediation plan that you agreed to but really did not think was necessary. You feel that you are no worse than other fellows and feel singled out. You were notified after the remediation time period lapsed that you had not made sufficient progress and continued to have deficiencies in professionalism and thus you were placed on formal probation with a list of specific tasks to do in addition to all your regular clinical and academic duties. You did a pretty good job doing those that were important, but some were really just a waste of everyone's time. You were asked to meet with your Fellowship Director and clinical mentor at the conclusion of the probation period which you agreed to, but you have also set up a meeting with an attorney to discuss your legal options.

Role: **Fellowship Director:** As the Fellowship Director you and your CCC members have identified a struggling medical learner with deficiencies in professionalism. This included: the fellow arriving late to work, not completing medical records for weeks at a time and documentation of the fellow's communications with non-physician caregivers as rude, condescending and disruptive to the multidisciplinary team approach to patient care.

You completed a focused learning plan with SMART goals for this fellow that was documented (signed and dated) 6-months ago. Initially, you were hopeful that the remediation plan would be successful but it was not. Based on your institution's policies, discussions with your remediation team and the DIO this fellow was placed on probation for these deficiencies in professionalism. He was upset about being placed on probation but has not demonstrated improvement and has not completed some of the required steps to return to good academic standing. Your committee has completed a full review of the academic record, remediation plan and re-evaluation and documentation relevant to the probation period. The committee feels non-renewal of contract is indicated. You have called a meeting to tell the fellow that his contract will not be renewed. You have asked one of the other members of the CCC/education committee to be present and take minutes, but you will lead the discussion with the fellow.

Role: **Scribe/Reporter:** The Fellowship Director has never had to inform a fellow that the committee has decided not to renew their contract. You will observe this discussion; document the strengths and areas of improvement for the fellowship director as a peer to peer coaching and feedback opportunity. You will be asked to report back to the large group.

Role: **Observer of non-verbal communication:** you will observe the discussion between the Fellowship Director and the Fellow. Write down the non-verbal communication from parties that you observe, identifying nonverbal cues, strengths and potential areas for improvement to provide to the Fellowship Director as peer to peer feedback.