RESIDENTS’ FORUM POLICY

The Residents’ Forum is composed of all residents enrolled in the Pikeville Medical Center ("PMC") Family Medicine Residency program (the “Local Residents’ Forum”).

The PMC Family Medicine Residency program desires to provide an educational and work environment in which residents may raise and resolve issues without fear of intimidation or retaliation. The Local Residents’ Forum creates a venue in which residents may communicate and exchange information on their educational and work environment, their programs, and other resident issues.

The Local Residents’ Forum will meet at least two (2) times per year and may meet more often according to the wishes of the resident members. Meetings will be scheduled to coordinate with the A-OPTIC – wide Resident Forum. Residents in the Local Residents’ Forum will choose a Chair and Vice-Chair during their first yearly meeting. The Chair and Vice-Chair will also be the primary and alternate representative on the A-OPTIC wide Resident Forum. Though there are elected representatives, every resident is welcomed and encouraged to attend and give input, concerns, and feedback. Input, concerns raised, and feedback are not required to be provided by only the elected representatives.

At the option of the resident members of the forum, the Designated Institutional Officer ("DIO"), Program Director, faculty, and other administrators will not be present for a portion of the forum in order to provide a meeting atmosphere where residents do not perceive possible intimidation or potential retaliation. The resident representatives will conduct the meeting. In the first part of the meeting, resident leaders will use the ACGME Resident Survey as a template guide of questions to explore and discuss educational and work environment questions. After this is completed, the rest of the meeting is for residents to communicate and exchange information on their educational, learning and work environments, program, and other resident issues.

The A-OPTIC – wide resident forum meets at least two (2) times annually. The chairs of the local residents’ forums are considered the primary members of the A-OPTIC – wide form. The vice-chairs are the alternates. While only the chair or vice-chair of each local forum is required to attend the A-OPTIC wide forum, all residents are welcomed to attend or otherwise raise a concern to the attention of the forum.

After the Local Residents’ Forum’s business is conducted and concluded, the elected residents, at their discretion, may meet with the Program Director, DIO, program faculty, GMEC, or others to address questions and/or give input.

If the leaders of the Local Residents’ Forum believe, in good faith think that the Program Director, DIO, or faculty would be intimidating or retaliatory in responding to the specific issues or concerns, they may report directly to the CEO/President of PMC, the Chairman of the GMEC, or the GMEC. The residents are to understand that bringing up difficult and hard to discuss
issues (having a crucial conversation) is not the same as an environment of intimidation or retaliation. Part of leadership training and role is to have crucial conversations with the intent of organizational improvement.