Policy 2.300 Graduate Medical Education Committee
Section Resident Support/Conditions for Appointment
Subject Physician Impairment
Policy Requirements ACGME Institutional: 4.9.b. UAMS Policies: MS.1.02, 3.1.14
Version History Date developed: 10/2022 Revisions Approved: 1/2023, 2/2024, 10/26 Legal Review: 10/2022, 7/2026 Current Version: 10/2026

Purpose: To address physician impairment.

Policy

The UAMS Regional Centers Graduate Medical Education Committee (GMEC) has adopted these two University of Arkansas for Medical Sciences (UAMS) policies to address physician impairment:

1) UAMS Medical Center Policy, Suspected Impairment of Credentialed Staff and Housestaff Members, MS.1.02.
2) UAMS Administrative Policy, Drug and Alcohol Testing, 3.1.14.

All residents and fellows are subject to site-specific policies while engaged in educational experiences at a participating site.

Process

All residents/fellows must complete the confidential Practitioner Health Questionnaire and return it to the GME Office for review by the Designated Institutional Official (DIO). This questionnaire will be updated yearly at the time of renewal of the resident's/fellow's agreement of appointment (contract). Questionnaires with concerns will be reviewed by the DIO and may be reviewed by the respective Program Director and Departmental Chairperson and perhaps escalated to the Arkansas Medical Foundation which will determine the appropriate next steps.

Repeated evaluations documenting substandard academic performance or other grounds for consideration of academic probation or remedial work, existing in conjunction with one or more signs(s) or symptom(s) of impairment may be considered in determining whether or not the resident/fellow obtains a medical and/or psychiatric evaluation. Members of the UAMS and Arkansas Children's Medical Staff Health committees and staff members of the UAMS Resident Wellness Program are available to assist in confirming or validating suspected abuse, dependency and/or impairment.

Resources

Information about physician impairment and the services of the GME Office, the UAMS Resident Wellness Program and the Arkansas Medical Foundation is provided to all incoming residents and fellows as part of the UAMS Regional Centers GME Orientation process.