

Updated June 24, 2009

ADVISOR POLICY:

All residents will have a faculty advisor. Residents who have not chosen an advisor by December of their first year of Pathology training will have an advisor assigned to them. This is a summary of the ADVISOR-ADVISEE PROGRAM:

1. The goals of the program are:
 - a. to insure successful transition for the resident from the role of medical student to resident, or successful transition to our training program from another program;
 - b. to review evaluations;
 - c. to obtain feedback from the resident for program improvement;
 - d. to assist the resident in developing their full potential in AP, CP and research;
 - e. to support the resident educationally and psychologically. This includes monitoring the resident's level of stress and potential for drug or alcohol related problems;
 - f. to review of the resident's quarterly or twice-yearly self-evaluations, as directed by the Program Director;
 - g. to review of the resident's RISE scores, as requested by the resident;
 - h. to periodically assess progress toward competency;
 - i. to assist in planning the next year's rotation schedule;
 - j. to offer counsel regarding fellowship/career choices.
2. The advisor-advisee program is required throughout the resident's training period.
3. Residents may ask a faculty member to be their advisor or the program director can assign an advisor if the resident requests.
4. The advisor will have access to the resident's evaluations for the period of time that they function as an advisor. The advisor can request evaluation information through the Residency Training Committee.
5. The advisor and advisee will meet on a schedule decided upon by the two individuals.
6. Stress/drug/alcohol problems are monitored by personal interviews and interactions (e.g., inappropriate conduct), rotation performance interactions, written evaluations of the resident's performance, and attendance record review (e.g., recurrent tardiness, unexplained absences, prolonged absences).

The University of Florida has many resources available at no or minimal charge to assist resident's with stress management. These services can be arranged through the Program Director. As well, if a problem with drug or alcohol abuse is suspected, the University and College of Medicine's ACGME committee provides information on the Physician Recovery Network, etc. (<http://www.med.ufl.edu/benefits/HSFB.shtml>)