Program Directors/Coordinators Role as the Director of Human Resources
Disruptive Faculty/Residents

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Case Scenario
Second year fellow was seen by the Chief Medical Officer getting dinner at a Subway in OR scrubs
Was not so contrite when confronted by the CMO
CMO contacted the Chairman of Surgery directly
CMO contacted OR management that evening, telling them that the fellow was forbidden to scrub
“Perfect Storm” – Fellow has a history of interpersonal difficulties and CMO wanted to make an example

Issues to consider
Fellow is not technically a hospital employee
Under the purview of GME
Impact this will have on other fellows’ work hours
Reporting the event going forward
What would the panel do?

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Period of Intensive Academic Focus

In-depth counseling
Increased direct observation with feedback.

Participate in Attending office hours daily during the first month
Contact Dr. John Barnhill for therapy
Required attendance at "Enhancing People Skills course,
"Developing Effective Communication"
Self-evaluation in the form of a bimonthly journal entry where the
resident reflects on clinic situations and his/her response to them
Read How to Win Friends and Influence People

Written evaluation at the end of each month, with a final evaluation
at the end of three months
PIAF may be terminated, extended, or other action, up to and
including dismissal, may occur.