

**AGREEMENT OF APPOINTMENT
UNIVERSITY OF TENNESSEE COLLEGE OF MEDICINE
GRADUATE MEDICAL EDUCATION PROGRAM (GME)**

Residency programs in GME at the University of Tennessee are under the aegis of the College of Medicine and are accredited by the Accreditation Council for Graduate Medical Education (ACGME). The director of the residency training program has the authority to supervise all of the activities referable to the resident physician in the program.

In order to be accepted for an appointment, the resident must:

1. Meet all eligibility requirements for acceptance into an ACGME accredited residency.
2. Meet federal guidelines for appointment to the University (I-9 documentation) and State of Tennessee Medical Board guidelines for obtaining an exemption, a training license or an unrestricted license for participation in a training program.
3. Pass a criminal background check.
4. Obtain a national provider information (NPI) number and provide to GME Office

Resident Responsibilities:

1. Develop a personal program of self study and professional growth with guidance from the teaching staff in order to acquire and maintain throughout my professional career the knowledge, clinical skills, attitudes, and behaviors required to fulfill all objectives of the educational program and to achieve the competencies deemed appropriate for my chosen discipline.
2. Make the patient's welfare my first priority by participating in safe, effective and compassionate patient care under supervision, commensurate with my level of advancement and responsibility.
3. Participate fully in the educational and scholarly activities of my program and in all mandatory GME conferences.
4. Assume responsibility for teaching, peer evaluating, and supervising other residents and students, providing candid and constructive feedback on their performance to encourage quality improvement.
5. Participate in institutional programs and activities involving the medical staff and adhere to established practices, procedures and policies of the Graduate Medical Education Program and of all affiliated hospitals, including the timely completion of medical records.
6. Participate in institutional committees and councils, especially those that relate to patient care review activities.
7. Develop an understanding of ethical, socioeconomic, and medical/legal issues that affect graduate medical education and of how to apply cost containment measures in the provision of patient care.
8. Embrace the professional values of honesty, compassion, integrity, and dependability.
9. Adhere to the highest standards of the medical profession and pledge to conduct myself accordingly in all of my interactions. I will demonstrate respect for all patients and members of the health care team without regard to gender, race, national origin, religion, economic status, disability or sexual orientation.
10. Secure direct assistance from faculty or appropriately experienced residents whenever I am confronted with high-risk situations or with clinical decisions that exceed my confidence or skill to handle alone.
11. Learn the most from direct patient care and guidance from faculty and other members of the health care team. I understand the need for faculty to supervise all of my interactions with patients.
12. Be evaluated periodically throughout the year, welcome constructive feedback from faculty and all others who observe my performance, and recognize that objective assessments are indispensable guides to improving my skills as a physician. In the event of an adverse decision affecting my timely completion of training, I am granted the right to present my views and any extenuating circumstances in an academic review process. Procedures are available on the GME website at www.utmem.edu/gme.
13. Participate in the evaluation of the quality of education provided by the program.
14. Provide documentation of a physical examination within a six month period before entering the residency. This must include documentation of immunity to rubeola, mumps, rubella, diphtheria, polio and documentation of the results of a skin test to tuberculosis (within six months if negative). In addition, documentation of immunity to hepatitis B must either be provided or I will be provided a

vaccination before assuming clinical duties. The infection control requirements for residents are subject to amendment.

15. Provide annual documentation of the results of a skin test to tuberculosis.

16. Only accept or participate in activities permitted outside the educational program (moonlighting) that **do not** interfere with my performance and that **are approved** by the University. Violation of this policy could result in disciplinary actions up to and including dismissal from the program.

17. Abide by the UTHSC Graduate Medical Education policy on duty hours and reporting procedures (New Innovations).

18. Abide by the University of Tennessee policies, procedures, and work rules as well as the rules and regulations of the University's teaching hospitals and clinics.

19. I understand that this appointment is made on a yearly basis with the expectation that continuation within the one year appointment and reappointment yearly throughout the duration of the residency period will be based upon evidence of satisfactory progress in scholarship, professional growth and the availability of training positions in the University of Tennessee GME program.

I understand that the University of Tennessee Health Science Center will provide:

1. Professional liability coverage through the Tennessee Claims Commission Act (TCA 9-8-301 et seq.) The Claims Commission provides for defense and judgment payments for acts determined to be within the scope of a resident's employment even if the case is filed after the resident has completed training (occurrence based). A copy of the full provision of this coverage is available on the website at www.utm.edu/gme.

2. On-call meal provisions vary within the various teaching hospitals. However, food is available 24 hours per day while residents are on duty in all institutions. Call rooms are available in all hospitals for residents who take in-house call. Lab coats are provided but no laundry services are available. Parking is provided at no cost to residents. The University agrees to make reasonable precautions to provide a safe environment

3. Health insurance is provided for residents and eligible dependents and is effective with the resident's date of employment. Residents are responsible for approximately 20% of the premium of the type of health coverage selected. For plan benefits and resident costs visit the GME Web site at www.utm.edu/gme. Disability and life insurance is provided for residents.

4. The University's policies concerning vacation, sick leave, educational leave are available on the website at www.utm.edu/gme, but policies may vary slightly from program to program based upon individual specialty board requirements. Individual program policies are available in the offices of the program directors and is available to the resident upon request. It is the responsibility of each program director to advise residents of the effect of any time away from training upon program completion and board eligibility. All training extensions necessary to meet board eligibility are paid with full benefits.

5. Resident support services including medical and psychological support services including but not limited to an exercise facility, evaluation and treatment of work related illnesses and injuries, the AIRS program, availability of immunizations and wellness programs are available. The University has aggressive Affirmative Action and Sexual Harassment Policies.

6. Rotation specific goals and objectives and teaching and evaluation methodologies ensure that residents completing programs will be capable of practicing independently and have met all six general competencies.

7. Provide ready access to adequate communication resources and technological support.

8. In the event of a program closure or complement reduction, the University will provide reasonable assistance to residents in locating another ACGME program in which they can complete their training.

9. Residents will not be required to sign restrictive covenants.

10. Have institutional plans that will allow continuation of training in the event of a natural disaster.

11. An academic appeals process that ensures that residents have access to adjudicate complaints and grievances. A four month notice will be given for non-renewal or non-promotion.

12. The annual compensation rates for the 2007-08 academic year are available on the website at www.utm.edu/gme.

I understand and agree to my responsibilities to the University of Tennessee Graduate Medical Education Program. I have received and reviewed the content of the above agreement including all references and policies located on the website. I acknowledge that additional policies governing my participation in the GME Program are included on the GME home page located at www.utmem.edu/gme. I further understand that any information necessary for evaluation of my performance by my program director, by the teaching faculty, or by the University Administration will be preserved and made available as necessary to examining boards and other responsible agencies if requested.

Program: _____

Beginning Date _____ Expected Completion Date _____

Resident's Name (please print)

Resident's Signature (Date)

University of Tennessee (Date)

EEO/AA Statement

The University of Tennessee does not discriminate on the basis of race, sex, color, religion, national origin, age, disability or veteran status in provision of educational programs and services or employment opportunities and benefits. This policy extends to both employment by and admission to the University.

The University does not discriminate on the basis of race, sex, or disability in its educational programs and activities pursuant to the requirements of Title VI of the Civil Rights Act of 1964, Title IX of the Educational Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act (ADA) of 1990.

Inquiries and charges of violation concerning Title VI, Title IX, Section 504, ADA or the Age Discrimination in Employment Act (ADEA) or any of the other above referenced policies should be directed to the Office of Equity and Diversity, 62 South Dunlap, Memphis, Tennessee 38163, telephone 901-448-5558, (V/TTY available).