



UCSF Fresno Medical Education Program  
Appointment Contract 2009/2010

Dr.:

**Appointment Dates:**

PG Level:

Program:

Length of Program:

Program Director:

Salary:

II.D.4.b.

The following agreement outlines the terms and conditions of your appointment to the University of California, San Francisco Fresno Medical Education Program. References herein to 'resident' also include 'fellow'. This contract is contingent upon your timely ability to meet all eligibility requirements as required by law or policy in order to commence the program on the above noted start date as well as our receipt of all documents that you are required to provide by policy and/or current regulation.

Appointments are made on a year-to-year basis. Dates of this agreement are as stated above. **Reappointment is determined annually and shall be based on the resident maintaining a satisfactory standing and his/her ability to master the current level of patient care responsibilities.** Please see the UCSF Fresno Housestaff Handbook for the specifics about non-renewal of contract, and due process issues. Residents are notified by the end of February each year of **non-renewal or non-promotion** unless the primary reason for non-renewal or non-promotion occurs within the four months prior to the end of the agreement. [www.fresno.ucsf.edu/ucsfhandbook](http://www.fresno.ucsf.edu/ucsfhandbook)

II.D.4.d.1.

II.D.4.d.2.

Depending upon your program, training may include rotations to a variety of locations, including but not limited to Community Medical Center facilities, Children's Hospital Central California, Kaiser Permanente, Selma Community Hospital, the VA Central California Health Care System and other sites as necessary to meet training requirements.

II.D.6.

**UCSF Fresno does not require residents to sign a non-competition guarantee.**

UCSF Fresno provides effective educational experiences that lead to measurable achievement of educational outcomes and expectations in accordance with ACGME competencies as outlined in the ACGME common and specialty/subspecialty-specific program requirements.

Program directors and faculty of UCSF Fresno adhere to responsibility for resident training and supervision as outlined in ACGME institutional, common and program-specific guidelines.

[http://www.acgme.org/acWebsite/irc/irc\\_IRCpr07012007.pdf](http://www.acgme.org/acWebsite/irc/irc_IRCpr07012007.pdf)

[http://www.acgme.org/acWebsite/dutyHours/dh\\_dutyHoursCommonPR.pdf](http://www.acgme.org/acWebsite/dutyHours/dh_dutyHoursCommonPR.pdf)

II.D.4.f.1-2

Residents are covered for **professional liability** as provided by the Regents of the University of California self-insurance program for claims which occur within the course and scope of the resident's employment (provided fraud, corruption, tortuous acts or malice on the part of the individual is absent). UC malpractice does not cover private professional activity outside the educational program. Details of professional liability coverage are available at

<http://www.fresno.ucsf.edu/ucsfhandbook/Sample%20PL%20Insurance%20Certificate.pdf>

II.D.4.a.

**In return, as a resident in the UCSF Fresno Medical Education Program, you will:**

- have **primary responsibility** to ensure that patients receive the best possible care;
- be required to actively participate in and complete all assigned rotations developed by your training program in accordance with ACGME guidelines for training in your field of medicine;
- have responsibility for following established guidelines for following and reporting duty hours;
- comply with procedure/case log reporting requirements;
- have the responsibility to ensure compliance with current requirements for California medical licensure.

UCSF Fresno requires all residents (American and International) to pass USMLE Step III (or equivalent COMLEX) before promotion to their PGY2 year of residency. UCSF Fresno policy requires that if a resident does not have his/her required paperwork for licensure submitted to the residency coordinator within 30 days of eligibility, consequences may apply (see licensure policy). Residents are responsible for keeping their program director apprised of their licensure status;

- participate in institutional and departmental committees and councils;
- participate in an educational program regarding physician impairment, including substance abuse and sleep deprivation;

- be required to comply with all applicable policies and procedures of the University of California and its affiliate institutions, including those within the UCSF Fresno Housestaff Handbook.

Terms and conditions of your residency appointment include:

- II.D.4.c. **a. Financial support**  
Residents are employees of the University of California, San Francisco and as such receive financial support from the University of California, San Francisco.
- II.D.4.g. **b. Benefits and policies**  
**Health and disability benefits** are provided beginning on your first officially-recognized day of employment. Details about benefits and policies, including meal allowance, vacation, educational, sick, professional, personal, parental, bereavement and **other leaves (including their effect on completion of training)**, disability, and health insurance benefits, accommodation for disabilities, conditions of non-renewal of appointment or non-promotion, counseling services/physician impairment, and general competencies are described in the UCSF Fresno Housestaff Handbook.  
[www.fresno.ucsf.edu/ucsfhandbook](http://www.fresno.ucsf.edu/ucsfhandbook)
- II.D.4.h. 1-2
- II.D.4.i. **c. Duty hours, outside professional activities (moonlighting)**  
Policies regarding duty hours and professional activities outside the resident training setting (moonlighting) have been defined by the Graduate Medical Education Committee and are consistent with the Common Program Requirements of ACGME (Section VI). These policies are included in the current UCSF Fresno Housestaff Handbook. [www.fresno.ucsf.edu/ucsfhandbook](http://www.fresno.ucsf.edu/ucsfhandbook). **Residents cannot be required to moonlight and must obtain prior, written approval from their program director in order to moonlight. This prospective statement must describe the terms and conditions of moonlighting in your program. Please see your program for other specific requirements.**
- II.D.4.j. 1-2
- II.D.4.c. 1-2  
II.D.5. **d. Discipline, grievance, program reduction and closure**  
UCSF Fresno has established a policy for resident discipline, the redress of grievance, and residency program or institution reduction and/or closure, with which you are expected to be familiar. These policies are included in the current UCSF Fresno Housestaff Handbook. [www.fresno.ucsf.edu/ucsfhandbook](http://www.fresno.ucsf.edu/ucsfhandbook)
- II.D.4.m. **e. Discrimination and harassment**  
Complaints of harassment or discrimination will be handled in accordance with UCSF Fresno policy. This policy is included in the current UCSF Fresno Housestaff Handbook. [www.fresno.ucsf.edu/ucsfhandbook](http://www.fresno.ucsf.edu/ucsfhandbook)
- II.D.4.h. 1-2 **f. Specific program conditions may apply**  
Please refer to your program director or program departmental policies and procedures and other materials for further information including information related to **Board eligibility requirements.**
- g. Food service, call rooms, security/safety**  
Variations exist at each training site for the provision of meals and call rooms for residents on duty. Residents should contact their program office in regard to specifics. Training sites maintain security and safety measures to ensure a safe and secure environment for residents.
- As a resident in the UCSF Fresno Medical Education Program your signature acknowledges your acceptance of this contract as well as your review of the current UCSF Fresno Housestaff Handbook ([www.fresno.ucsf.edu/ucsfhandbook](http://www.fresno.ucsf.edu/ucsfhandbook)) and indicates your agreement to abide by all UCSF Fresno and partner policies, including but not limited to:
- Duty hours and professional activities outside the educational program (moonlighting);
  - Policies and procedures of each institution to which you rotate, including medical staff bylaws rules and regulations;
  - Policies and procedures on **physician impairment** and access to counseling and support services;
  - Policies and procedures for **discipline and redress of grievances** or complaints including harassment or discrimination.
- II.D.4.k.  
II.D.4.l

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Resident Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Program Director Signature

\_\_\_\_\_  
Date

Recent revisions/approvals by GMEC: 7/06, 1/07, 8/2007, 10/2007, 8/2008