

**UCSF Fresno
House Staff Appointment Contract**

Name:
Appointment Dates:
Program Level:
Program Name:
Length of Program:
Program Director:
Salary:

The following agreement outlines the terms and conditions of your appointment to the University of California, San Francisco Fresno (UCSF Fresno). References herein to "house staff" include "resident and fellow."

House staff are employees of the University of California, San Francisco and as such receive financial support from the University of California, San Francisco. 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 house staff's compliance with the program's promotion policy.

UCSF Fresno provides effective educational experiences that lead to measurable achievement of educational outcomes and expectations in accordance with ACGME competencies and milestones as outlined in the ACGME common and specialty-/subspecialty-specific program requirements. Program directors and faculty of UCSF Fresno adhere to responsibility for house staff training and supervision as outlined in ACGME institutional, common, and program-specific guidelines:

- Institutional Requirements
<http://www.acgme.org/Portals/0/PFAssets/InstitutionalRequirements/000InstitutionalRequirements2018.pdf?%20ver=2018-02-19-132236-600>
- Common Program Requirements (Residency)
<http://www.acgme.org/Portals/0/PFAssets/ProgramRequirements/CPRResidency2019.pdf>
- Common Program Requirements (Fellowship)
<http://www.acgme.org/Portals/0/PFAssets/ProgramRequirements/CPRFellowship2019.pdf>
- Common Program Requirements (One-Year Fellowship)
<http://www.acgme.org/Portals/0/PFAssets/ProgramRequirements/CPROneYearFellowship2019.pdf>

House Staff Policies and Procedures

Institutional policies and procedures applicable to UCSF Fresno house staff are available through the following resources:

UCSF Fresno House Staff Portal - <http://www.fresno.ucsf.edu/housestaff-portal/policies-procedures/>. Please note specific policies covering: conditions for reappointment/non-renewal of appointment/promotion, academic due process (includes grievance), leave (including vacation, sick, education and other leaves), clinical and educational work hours (formerly duty hours), moonlighting, physician impairment, program closure/reduction, background checks/screening.

House Staff Handbook - House Staff Handbook - www.fresno.ucsf.edu/housestaffportal/documents/Housestaff_Handbook.pdf. Please note specific topics covering: house staff responsibilities, duties/operational standards, salary/benefits/time off.

Refer to your program director or program coordinator for policies and procedures or additional resources specific to your individual specialty, program, or department.

Effects of leave on program requirements and eligibility of certifying exam

House staff should discuss the effects a leave may have on their ability to complete program requirements and eligibility to sit for the certifying board exam when discussing the terms of the leave. Information can be found in the leave policy and at the following site: <https://www.fresno.ucsf.edu/housestaff-portal/board-eligibility/>.

Benefits

Health and disability benefits are provided beginning on your first officially recognized day of employment. Details about benefits can be found at: www.fresno.ucsf.edu/Salary-and-Benefits.pdf.

Professional liability insurance

House staff 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 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 about liability coverage can be found at: https://www.fresno.ucsf.edu/housestaffportal/documents/RM_PL_Insurance_Certificate.pdf.

As house staff at UCSF Fresno, you will be expected to comply with but not limited to, the established UCSF Fresno House Staff Handbook, employment policies, and the following:

- Participate in institutional programs and activities involving the medical staff and adhere to established practices, procedures, and policies of the program and sponsoring institution and policies of all affiliated hospitals, including the timely completion of all medical records.
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- Demonstrate responsiveness to patient needs that supersedes self-interest and acknowledge at times this may require transition of care to another qualified and rested provider. Comply with all clinical experience and educational work hours (duty hours) requirements established by ACGME and accurately report them to your program.
- Participate in and cooperate with Quality Improvement/Risk Management activities as directed by the Program Director and to provide such information as may be required to fulfill the Quality Improvement/Risk Management efforts of the hospital.
- Ensure compliance with current requirements for California medical licensure. UCSF Fresno requires all residents to pass USMLE Step III (or equivalent COMLEX) before promotion to their PGY2 year of residency. See licensure policy for details.

This offer of training is dependent upon the results of your signed attestation statement and its review by the program as well as satisfactory results from the background check. After review of your attestation statement and the background screening results, our offer of a contract for training may be revoked or the conditions of the offer revised.

Your signature acknowledges your acceptance of this contract as well as your review of the current UCSF Fresno House Staff Portal and Handbook and indicates your agreement to abide by all policies established by UCSF Fresno and partnering facilities.

We look forward to our association with you in our training program. If you have any questions regarding the above, please contact us. Please sign below and return indicating your understanding of the above, your review of the UCSF Fresno House Staff Portal and Handbook, and your acceptance of our offer.

Resident/Fellow Signature

Date

Program Director Signature

Date