

# VANDERBILT UNIVERSITY MEDICAL CENTER

## HOUSE STAFF AGREEMENT 2009-2010

### In accepting this appointment, I hereby agree to:

- 1) Satisfy the conditions of employment as contained in the House Staff Manual (<http://www.mc.vanderbilt.edu/root/pdfs/gme/HSmanual.pdf>).
- 2) Abide by the applicable Medical Staff Bylaws, Rules and Regulations, House Staff Manual, and Vanderbilt University and Vanderbilt University Medical Center (VUMC) policies and procedures, including but not restricted to policies on HIV exposure and the Alcohol and Drug Use Policy.
- 3) Continue my personal program of self-study and professional growth, with guidance from the faculty and teaching staff.
- 4) Participate in quality patient care, commensurate with the responsibility delegated to me by virtue of my level in the clinical training program.
- 5) Participate fully in the educational activities of my clinical training program.
- 6) Participate in official VUMC programs and activities involving the medical staff, including institutional committees and councils, to the extent requested.
- 7) Rotate, when required to do so by my program, to the designated affiliated hospitals, and to adhere to the established procedures, policies, and regulations of these affiliated institutions.
- 8) To accept or participate in extracurricular employment (moonlighting) only as is consistent with the policies of VUMC and with the specific written approval of my Chief of Service and the Associate Dean for Graduate Medical Education.
- 9) Render to my patients safe, efficient and the most cost-effective medical care possible.
- 10) I understand that I am not entitled to be paid by Vanderbilt University in the event the military, the NIH or other third party compensates me for my post graduate clinical training. In the event I am compensated by Vanderbilt University, I agree to repay all over-payments.
- 11) I understand that this constitutes an annual appointment only, and that renewal with progression to the next level, renewal with non-promotion, or non-renewal will depend upon whether or not I have met or exceeded the requirements of my clinical training program.
- 12) I agree to abide by the VUMC Graduate Medical Education Committee policy on duty hours.

### I understand that Vanderbilt University Medical Center will provide:

- 1) An environment in which I may continue my medical education and develop the knowledge and skills essential for medical practice.
- 2) A review of my performance by my clinical service, by which I am informed of my progress at least semi-annually.
- 3) A salary commensurate with my level of responsibility as indicated on the accompanying letter which is made a part hereof.
- 4) Two weeks vacation per year for first year residents and three weeks vacation per year for second year residents and beyond.
- 5) Leave for which I may qualify (sick leave, FMLA, personal, etc.) as defined in applicable provisions of the House Staff Manual. Please reference the House Staff Manual for how leave and other absences may affect the fulfillment of Board requirements.
- 6) Grievance process for non-academic issues including claims of discrimination, harassment (4m), and/or retaliation in accordance with the applicable provisions of the House Staff Manual and/or Vanderbilt University policy.
- 7) Appeals process, as described in the House Staff Manual, for Corrective Action measures or if I am terminated prior to the termination date of this agreement.
- 8) Occurrence based professional liability coverage for claims occurring as a result of my official duties as a resident.
- 9) Health insurance, disability insurance, and life insurance.
- 10) Medical and psychological support services, including but not limited to an exercise facility; evaluation and treatment of work related and non-work related illnesses and injuries; and counseling for those experiencing emotional, marital, or substance abuse problems.
- 11) A physician impairment/substance abuse program as described in the House Staff Manual and Hospital Policy 30-08.
- 12) Uniforms and laundry of uniforms.
- 13) On-call in-house meals and sleeping quarters provided at VUMC.
- 14) Adequate notice, and assistance in relocation, should my training program be downsized or cease to exist.
- 15) Accommodations for residents with disabilities as required by the Americans with Disabilities Act and in accordance with Institutional Policy.

I understand that the institution will make available to me the procedures contained in the Disciplinary Guidelines for Graduate Medical Education and Vanderbilt University Staff Manual where applicable. I accept the appointment as offered under the terms and conditions as described herein.

Are you now, or will you during the current year, be on active duty and/or receive financial support from the military, the NIH or other third party? If yes, please provide a copy of your military, NIH or other applicable agreement.