

**RESIDENT AGREEMENT OF APPOINTMENT (IV.C.1. AND 2.)**  
**UNIVERSITY OF TENNESSEE HEALTH SCIENCE CENTER**  
**COLLEGE OF MEDICINE - CHATTANOOGA**  
**GRADUATE MEDICAL EDUCATION (GME) PROGRAMS**

Resident/Fellow: <<lastname>>, <<firstname>> <<middlename>> (<<credentials>>)

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Program during AY 2024-2025: <<program>>

Residency and Fellowship Programs at the University of Tennessee Health Science Center College of Medicine - Chattanooga (UTHSC College of Medicine - Chattanooga) are under the aegis of the Department of Graduate Medical Education for our campus. Residents and Fellows, including interns, are trainee employees of the University of Tennessee, an entity of the State of Tennessee, and are not employees of any affiliated hospital, clinical site, or private practice group. The UTHSC College of Medicine - Chattanooga is accredited by the Accreditation Council for Graduate Medical Education (ACGME) to sponsor accredited GME Programs. The Residency and Fellowship programs are primarily accredited by any of the following: the Accreditation Council for Graduate Medical Education (ACGME), the specialty's American Board, or are Non-Standard programs approved by our Graduate Medical Education Committee (GMEC). The Designated Institutional Official (DIO) has authority to oversee the GME Programs with Graduate medical education administrative staff and the GMEC. The Program Directors and Coordinators of the Residency and Fellowship Programs have the authority to supervise and document all of the activities for Resident and Fellow physicians in the Programs. Copies of the policies referenced in this document are housed on our GME website at <https://www.uthsc.edu/comc/gme/institutional-policies.php> unless otherwise denoted.

**Qualifications for Appointment ACGME Institutional Requirements IV.B.1. and 2. a), b), c. c).(1 and c).(2).**

In order to be accepted for an appointment, the Resident/Fellow must:

1. Be a graduate from an accredited Medical School in the United States or Canada, or graduate from a Tennessee Board of Medical Examiners approved international medical school, be approved for an exceptionally qualified candidate by the GMEC for individuals completing residency training outside the US, and be eligible for licensure by the Tennessee Board of Medical Examiners (GME Policy 100).
2. Continuously meet the Technical Standards of the UTHSC College of Medicine (GME Policy #150). These Technical Standards include motor skills, sensory and observational skills, communication skills, conceptual, integrative and quantitative skills, with or without an accommodation, and so certify annually in the signatory section for this document.
3. Meet all institutional, hospital site, departmental, and specialty eligibility requirements for their respective training program.
4. Successfully pass USMLE Steps 1 and 2 or COMLEX-USA Level 1 and 2-CE and submit an official transcript of the results directly from the Federation State Board of Medical Examiners (FSBME) or the National Board of Osteopathic Medical Examiners (NBOME) to his/her Program Director and GME before beginning training (GME Policy #630).
5. Successfully pass USMLE Step 3 or COMLEX-USA Level 3 examinations if starting as a PGY-3 or higher and submit an official transcript of the results directly from the FSBME or NBOME to his/her Program Director and GME before beginning training (GME Policy #630).
6. Meet all federal regulations for work authorization including providing adequate documentation for completion of the I-9 and e-Verify. Residents must have a valid social security number prior to beginning training. Residents on employment visas are responsible for meeting all guidelines for lawful entry and continued stay in the United States. Failure to maintain the legal right to work in the United States will result in immediate termination of employment (GME Policy #100 and #140).
7. Meet all guidelines established by the Tennessee Board of Medical Examiners for obtaining authorization to participate in the training Program, typically a Resident exemption from licensure paid by the University (GME Policy #260 and the Competency Information form).

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8. Not be listed on any HHS/Office of Inspector General's (OIG) list or Excluded Parties List System (EPLS) of individuals excluded from federal health care programs. Not be listed on the Tennessee Abuse Registry (GME Policy #100).
9. Pass a criminal background prior to appointment to begin training (GME Policy #130).
10. Pass a pre-employment drug screen (GME Policy #740).
11. Provide a final transcript (denoting award of the MD/DO degree conferred) sent directly from the trainee's medical school to the GME Office. A valid ECFMG certificate will be accepted for international medical school graduates (GME Policy #100).
12. Provide documentation from a licensed physician in the U.S. that the trainee is physically and mentally fit to begin a residency or Fellowship and can perform the essential job functions of the applicable program with or without an accommodation (reference the UT GME Health Statement form). The examining physician may not be a family member;
13. Provide documentation of all appropriate immunizations (including TB testing), COVID-19 vaccinations and boosters) and completed OSHA required Respiratory Mask Fit tests — men must be clean shaven. These are reviewed through screening by the Erlanger Employee Health arm of Erlanger Express Care (reference UTHSC GME Policies #131, #132, and #133 listed on our website: [www.uthsc.edu/comc/gme](http://www.uthsc.edu/comc/gme)).
14. Secure a national provider identification (NPI) number and provide it to the GME Office;
15. Meet resuscitation certification standards prior to or during GME Orientation and maintain those throughout training at the UT Health Science Center College of Medicine – Chattanooga. Each program has specific requirements and those are further delineated under **Resident/Fellow Responsibilities** listed below. (See GME Policy #100.)
16. Register with the Tennessee Controlled Substance Monitoring Database, TennCare Program, and CMS PECOS with assistance from the GME Office (see GME Policy #100).

### **Resident/Fellow Responsibilities ACGME Institutional Requirement IV.C.2.a).**

Throughout the residency/Fellowship program, Residents and Fellows must:

- Participate fully in the educational and scholarly activities of his/her Program and in all mandatory GME conferences and required modules.
- Participate in in-house, overnight call, and call from home in conformity with institutional and program guidelines.
- Meet and attain GME curricular objectives and make satisfactory progress in meeting those objectives as established by the Program Director and/or as stated in the Program Handbook. For ACGME accredited programs these curricular objectives include the ACGME six core competency domains: Patient Care, Medical Knowledge, Practice-Based Learning and Improvement, Interpersonal and Communications Skills, Professionalism, and Systems-Based Practice.
- Develop a personal program of self-study and professional growth with guidance from the teaching staff in order to acquire and maintain throughout his/her professional career for the knowledge, clinical skills, attitudes, and behaviors required to fulfill all objectives of the Residency/Fellowship educational program and to achieve the competencies deemed appropriate for his/her chosen discipline.
- Make the patient's welfare his/her first priority by participating in safe, effective, and compassionate patient care under supervision, commensurate with his or her level of advancement and responsibility.
- Assume responsibility for teaching, peer evaluating, and supervising other Residents, Fellows, Medical Students, and PA Students, providing candid and constructive feedback on their performance to encourage quality improvement.
  - This responsibility includes participation in a "Residents as Educators" program, either through a pre-established curriculum in your program or through the College of Medicine "Residents as Educators" curriculum. Mandatory participation is required for Residents in the core programs that sponsor Medical Student Clerkships in Chattanooga (Family Medicine, Internal Medicine, Neurology, OB/GYN, Pediatrics, and General Surgery).
  - This responsibility also includes reviewing and submitting an [annual acknowledgement form regarding educational objectives and academic policies related to medical education](#) through the [Medical Education Resource Link \(MERL\)](#).

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- Participate in institutional programs and activities involving the medical staff, work in inter-professional teams, and adhere to established practices, procedures and policies of the Graduate Medical Education Programs, applicable Program Handbook, and those of all affiliated hospitals and clinical training sites, including the timely completion of medical records.
- Participate in institutional committees and councils, especially those that relate to patient care review and quality improvement activities.
- Abide by the University of Tennessee policies, procedures, and work rules, including HR 0580 – *Code of Conduct, the Policy on Sexual Misconduct, Relationship Violence, and Stalking*, GME policies, the individual Program Handbook, information security, as well as the by-laws of affiliated hospitals and clinical training sites.
- Assume responsibility for assuring their fitness for practice including management of their time before, during and after clinical assignments and recognition of impairment, including illness, fatigue, and substance use (see GME Policies #320 and #340).
- 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.
- Embrace the professional values of honesty, compassion, integrity, and dependability.
- Adhere to the highest standards of the medical profession and pledge to conduct him or herself accordingly in all interactions.
- Demonstrate respect for all patients and members of the health care team without regard to gender, race, national origin, religion, economic status, disability, sexual orientation or other statutorily protected status.
- Adhere to the Erlanger Standards of Behavior:
  - Positive First Impression
  - Respect
  - Ownership/Environment
  - Commitment to Co-Workers
- Understand the need for appropriate Faculty supervision in all interactions with patients; Secure direct assistance from Faculty or appropriately experienced Residents whenever the trainee is confronted with high-risk situations or with clinical decisions that exceed his/her confidence or skill to handle alone.
- Participate in evaluation of the quality of education provided by the Program.
- Participate in institutional and hospital committees and councils that relate to quality improvement and patient care review activities.
- Follow all University and Hospital infection control policies.
- Provide annual documentation of results of tuberculosis skin tests throughout training.
- Consent to the GME Office providing copies of your immunizations/vaccinations (including COVID), annual flu, annual TB, and initial mask fit testing documentation to the other facilities in which you rotate upon request.
- Comply with all HIPAA guidelines and complete the HIPAA and UTHSC assigned GME on-line compliance training modules within 30 days of employment.
- Complete all University and Erlanger-required annual training module updates by the given deadline of these institutions.
- Complete all required simulation training within 30 days of employment if applicable to the program.
- Maintain resuscitation certification throughout the entirety of Residency or Fellowship. The UTHSC College of Medicine-Chattanooga will determine the method of providing the required resuscitation certification through either a web-based platform or in-person classes. Residents and Fellows will participate as assigned by their programs in ensuring this certification is maintained throughout training. Residents/Fellows must provide a copy of appropriate certification and recertification to the GME Office throughout their training. Individual specialty requirements include:

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- Cardiovascular Disease, Internal Medicine, Gastroenterology, Neurology, Primary Care Sports Medicine, and Pulmonary and Critical Care Medicine Residents/Fellows must seek and maintain BLS and ACLS certification.
- Emergency Medicine and EMS Residents/Fellows must seek and maintain BLS, ACLS, PALS, and ATLS certification.
- Family Medicine Residents must seek and maintain BLS, ACLS, PALS, ALSO, and NRP certification.
- OB/GYN Residents must seek and maintain BLS, ACLS, and NRP certification
- Orthopaedic Surgery, Surgery, and Urology Residents/Fellows must seek and maintain BLS, ACLS, and ATLS certification.
- Pediatric Residents must seek and maintain BLS and PALS certification. PALS will be in lieu of ACLS since they are not involved in caring for adult patients. They are also required to seek and maintain NRP and STABLE certification.
- Plastic Surgery Residents must seek and maintain BLS and ACLS certification.
- Immediately report to the Associate Dean/DIO and UT GME Lead Residency Coordinator, in writing, any changes in eligibility for the program including criminal background (any arrests, indictment, plea of no-contest, or convictions of any misdemeanor or felony crimes except for minor traffic violations), any action by a state healthcare professions licensing board (including the filing of a complaint, investigation, or license denial reprimand, suspension, restriction, revocation, surrender or other discipline, related to any healthcare license), eligibility to participate in a medicine training program (Competency Information and guidelines established by the Tennessee Board of Medical Examiners), or any other requirement above.
- Attend the annual SVMIC conference conducted by the UTHSC College of Medicine-Chattanooga at Erlanger in the fall (or view the recording) as well as other mandatory conferences required by the institution or the program.
- Failure to comply with GME policies and procedures including but not limited to clinical experience and educational work hours, fitness for practice, ACLS, and immunizations may result in the Resident or Fellow being placed on leave without pay and removed from the training program until he or she has complied with the policy and/or procedure.
- Complete the required exit clearance documents for the University and hospitals when leaving the training program. Failure to do so demonstrates a lack of professionalism and may be reflected on the Final or Summative Evaluation.

### **GME INSTITUTIONAL RESPONSIBILITIES**

#### **Duration of Appointment ACGME Institutional Requirement IV.C.2.b),**

The duration of this appointment is made on an annual basis with the expectation that continuation within the one-year appointment and annual reappointment throughout the duration of the Residency or Fellowship period will be based upon evidence of satisfactory progress in scholarly, professional growth, and the availability of training positions in the UTCOMC GME Programs, and GME policies including, Disciplinary Actions and Dismissal, and Reappointment and Promotion policies (GME Policies #700 and # 620 at [www.uthsc.edu/comc/gme](http://www.uthsc.edu/comc/gme)).

#### **Financial Support ACGME Institutional Requirement IV.C.2.c).**

The University of Tennessee provides salary and benefits to ensure financial support for its Residents and Fellows. The annual compensation rates for Residents and Fellows are available on the GME website at [www.uthsc.edu/comc/gme](http://www.uthsc.edu/comc/gme) (see GME Policy # 220).

#### **Conditions for Reappointment, Promotion, and Non-Reappointment ACGME Institutional Requirements IV.C.2.d).**

If the Resident has fulfilled all of the educational requirements, attained the knowledge and skill necessary to progress to the next level of post-graduate training, and has satisfied the requirements of GME Policy #620, Resident Reappointment, Promotion, and Non-Renewal. The Program Director may promote the Resident to the next level of post-graduate training, with a commensurate renewal of this Agreement, not to exceed one additional period of twelve (12) months. A written notice of intent should be given no less than 60 days prior for

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non-renewal, non-promotion, or dismissal. If a Resident is not reappointed or promoted, an academic appeals process and grievance procedures are available to ensure that Residents/Fellows have access to adjudicate complaints and grievances (GME Policies #720 and 730, [www.uthsc.edu/comc/gme](http://www.uthsc.edu/comc/gme)).

### **USMLE Step 3 Requirement for Promotion (or Equivalent COMLEX-USA Level 3)**

All Residents entering programs at the PGY1 or PGY2 level will be required to pass Step 3 (or equivalent COMLEX-USA Level 3 examination) prior to their PGY3 advancement date. Failure to meet this requirement will result in non-renewal of the Resident's appointment. All PGY-2 Residents must register for Step 3 no later than February 28<sup>th</sup> of the PGY-2 level. Failure to register will result in the Resident being placed on leave without pay until the Resident provides proof of registration to the Program Director and the Department of GME. Failure to provide proof of a passing score before June 30<sup>th</sup> will result in non-reappointment to the program, and the Resident may be terminated. It is the Resident's responsibility to provide evidence of passage of Step 3 (or equivalent exam) to the Program Director and Department of GME. For off cycle Residents, they must provide proof of passing or at least registration by the 8<sup>th</sup> month of training in their PGY-2 level of training in Chattanooga (See GME Policy #630, [www.uthsc.edu/comc/gme](http://www.uthsc.edu/comc/gme)).

### **Grievance Procedures. ACGME Institutional Requirements IV.C.2.e).**

Residents may raise and resolve issues without fear of intimidation or retaliation including complaints related to the work environment or issues related to the program or Faculty (See GME Policy #730, [www.uthsc.edu/comc/gme](http://www.uthsc.edu/comc/gme)).

### **Academic Appeals and Due Process. ACGME Institutional Requirements IV.C.2.e).**

Residents will be evaluated periodically throughout the year, welcome constructive feedback from Faculty and all others who observe their performance, and recognize that objective assessments are indispensable guides to improving skills as a physician. Rotation specific goals and objectives and teaching and evaluation methodologies ensure that Residents/Fellows completing programs will be capable of practicing independently and have met all six general competencies. In the event of an adverse decision affecting the timely completion of training, the Resident/Fellow is granted the right for a review of the record and/or to present his or her views and any extenuating circumstances in accordance with the GME Academic Appeals and Due Process. (See GME Policy #720, [www.uthsc.edu/comc/gme](http://www.uthsc.edu/comc/gme).)

### **Professional Liability ACGME Institutional Requirements IV.C.2.f). and IV.F.1. and 2. a). and b).**

Residents and Fellows are provided immunity from professional liability through the Tennessee Claims Commission Act (TCA 9-8-301 et seq.). The Claims Commission covers defense and judgment payments for acts determined to be within the scope of a Resident's/Fellow's employment, even if the case is filed after the Resident/Fellow has completed training (occurrence based). (See GME Policy #280, [www.uthsc.edu/comc/gme](http://www.uthsc.edu/comc/gme)). More details are available on the University of Tennessee General Counsel website, <http://counsel.tennessee.edu>.

### **Health, Disability, and Life Insurance ACGME Institutional Requirement IV.C.2.f), g), & h).**

Health, individual disability policies, and life insurance coverage are mandatory for all Residents and Fellows. Health, Vision, and Dental Insurance is provided for Residents/Fellows and eligible dependents and is effective on the Resident's first recognized day of Residency/Fellowship employment. Residents/Fellows are responsible for approximately 20% of the premium of the type of health coverage selected. For plan benefits and costs, visit the GME website. Disability and Life Insurance are provided through the GME designated carrier as listed on the website. These GME insurance policies may not be cancelled during Residency/Fellowship training. GME provides a stipend to offset the cost of Life and Disability Insurance. Per ACGME requirements, if the first day of health insurance eligibility is not the first day that Residents/Fellows are required to report, then Residents/Fellows will be given advanced access to information regarding interim coverage so they can purchase coverage if desired (GME Policy #230, [www.uthsc.edu/comc/gme](http://www.uthsc.edu/comc/gme)).

**Vacation (Annual), Parental, Sick, and Other Leave ACGME Institutional Requirements IV.C.2.i). and IV.H. 1., 1.a). through 1.f).**

The UT GME Leave Policy addresses all leave including paid Vacation and other Leaves of Absence, including the most recent changes in additional Medical, Parental, and Caregiver Leave(s) of Absence, in compliance with applicable State and Federal laws as well as language in the ACGME Institutional Annual Leave, Sick Leave, Parental Leave, Family Medical Leave, and educational leaves. Specific details 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 are available to the Resident/Fellow upon request. It is the responsibility of each Program Director to advise Residents and Fellows of the effect of any time away from training upon program completion and board eligibility. All approved training extensions necessary to meet board eligibility are paid with full benefits. Current requirements for eligibility for specialty board examinations can be found through a link on the statewide UT GME System website [www.uthsc.edu/gme](http://www.uthsc.edu/gme) (see UTHSC GME Policy #250, [www.uthsc.edu/comc/gme](http://www.uthsc.edu/comc/gme) for details).

**Timely Notice and Impact of Leave on Program Completion and on Board Eligibility ACGME Institutional Requirements IV.C.2.j). and k). and IV.H.1.f). and 1.g).**

It is the responsibility of each Program Director to immediately advise Residents and Fellows regarding the effect of any time away from training upon program requirements for completion. Similarly, Program Directors are required to discuss the impact on time away from the program on eligibility to take board certification exams and meet eligibility requirements. These are both part of our GME Leave Policy #250. As stated above, all approved training extensions necessary to meet board eligibility are paid with full salary and benefits throughout the extension period. Current requirements for eligibility for specialty board examinations can be found through a link on the UTHSC College of Medicine – Chattanooga GME website: <https://www.uthsc.edu/comc/gme>.

**Clinical Experience and Educational Work Hours ACGME Institutional Requirement IV.C.2.l).**

Residents and Fellows must abide by the ACGME Common Program Requirements, including clinical and educational work hours, as well as the UTCOMC GME Policy on Clinical Experience and Educational Work Hours and logging and monitoring these via the Duty Hours Module in our web-based New Innovations Residency Management System (see GME Policy #330 and #335, [www.uthsc.edu/comc/gme](http://www.uthsc.edu/comc/gme)).

**Moonlighting ACGME Institutional Requirements IV.C.2.l). and IV.K.1., 1.a). through 1.d).**

Residents/Fellows may not participate in patient care responsibilities outside the educational program (moonlighting) that would interfere with their performance. Residents/Fellows may only moonlight if approved in advance by the Program Director and must be monitored continually using the forms required by the institution (see GME Policy #355). Moonlighting hours must be included in total duty hours reported. If moonlighting is permitted, it may not occur on the main Erlanger campus in situations involving supervision of other Residents. In programs that permit monitored moonlighting, performance will be monitored for the effect of these activities. Negative effect on performance may lead to withdrawal of permission. Violation of this policy could result in disciplinary actions, up to and including dismissal from the program (see GME Policy #350 [www.uthsc.edu/comc/gme](http://www.uthsc.edu/comc/gme)).

**Resident/Fellow Support Services ACGME Institutional Requirement IV.I.1. and 2.**

Resident support services including confidential counseling and medical, behavioral health, and psychological support services are available and include, but are not limited to, a Full-Time, onsite GME counselor, an exercise facility, evaluation and treatment of work-related illnesses and injuries, resources through the Tennessee Medical Foundation, resources through the Chattanooga – Hamilton County Medical Society and its LifeBridge Chattanooga counseling services, availability of immunizations provided by Erlanger and its Express Care employee health services, and wellness activities sponsored by individual programs. Additional support services information is available on the GME website (<https://www.uthsc.edu/comc/gme>). (See GME Policy #222 and GME Policy # 225)

**Physician Impairment ACGME Institutional Requirement IV.I.2.**

The UTHSC College of Medicine – Chattanooga has established a Physician Health Support Program in concert with the Tennessee Medical Foundation Physician Health Program that addresses physician impairment due to but not limited to substance abuse (see Policy 320).

**Harassment ACGME Institutional Requirement IV.I.3.**

The resident acknowledges that the University does not tolerate sexual or other forms of discrimination by and/or directed at members of the academic or hospital community. All complaints should be filed with the Office of Access and Compliance. The Policy on Sexual Harassment, Sexual Assault, Domestic Violence, Dating Violence, and Stalking addressing Title IX, and other anti-harassment policies are available on the GME and the UTHSC Office of Access and Compliance webpage (<https://www.uthsc.edu/access-compliance/>) website. (Also see our GME Policy #410 at [www.uthsc.edu/comc/gme](http://www.uthsc.edu/comc/gme).)

**Accommodations for Disabilities ACGME Institutional Requirement IV.I.4.**

As a public institution that receives federal funding, the University of Tennessee Health Science Center is required to comply with the Americans with Disabilities Act and Section 504 of the Rehabilitation Act of 1973. The University of Tennessee is committed to providing a campus and educational experience that is accessible to all. Both the ADA and Section 504 prohibit covered entities from discriminating against persons with disabilities in the provision of benefits or services or the conduct of programs or activities, on the basis of their disability. The University will make reasonable modifications in its policies, practices, and procedures to avoid discrimination on the basis of disability, unless the modification would result in a fundamental alteration of the program or activity or risk to patient safety (see GME Policy #340). Any resident seeking an accommodation should contact the Office of Access and Compliance at <https://www.uthsc.edu/access-compliance/disabilities.php>.

The UTHSC College of Medicine – Chattanooga has established technical skills and physical requirements, based on similar requirements established for acceptance into medical school, which must be demonstrated by Residents and Fellows in order to perform their physician responsibilities in the GME Programs. A policy has also been established to provide reasonable accommodations for trainees with disabilities consistent with all applicable laws and regulations (see our GME Policy #150 and Policy #160 [www.uthsc.edu/comc/gme](http://www.uthsc.edu/comc/gme)).

**Discrimination ACGME Institutional Requirement IV.I.5**

Residents and Fellows are made aware that the University has policies and procedures that prohibit discrimination in employment and in the learning and working environment, consistent with all applicable laws and regulations. The policies include the premise that formal charges of discrimination based on race, sex, age, religion, national or ethnic origin, disability, marital status, sexual orientation, gender identity, veteran status, or other statutorily protected status, shall be filed with the UTHSC Office of Inclusion, Equity, and Diversity (<https://uthsc.edu/oied/file-complaint.php>) (See our GME Policy #110).

**Supervision ACGME Institutional Requirement IV.J.1.1. and 2.**

The UTHSC College of Medicine – Chattanooga has established an institutional policy regarding supervision of Residents/Fellows, and ensures that each of its programs have established written, program-specific supervision policies consistent with the institutional policy and the respective ACGME Common and specialty/subspecialty-specific Program Requirements (see our GME Policy #400 and Policy #405 [www.uthsc.edu/comc/gme](http://www.uthsc.edu/comc/gme)).

**Non-Competition ACGME Institutional Requirement IV.M.**

Residents and Fellows will not be required to sign non-competition guarantees or restrictive covenant agreements (see our GME Policy #125, [www.uthsc.edu/comc/gme](http://www.uthsc.edu/comc/gme)).

**Disasters and Substantial Disruptions in Patient Care or Education ACGME Institutional Requirement IV.N. and N.1.**

The University has institutional plans that will allow for the continuation of training in the event of a disaster (see our GME Policy #550).

**Closures and Reductions ACGME Institutional Requirement IV.O., O.1. and O.2.**

In the event of a program closure or complement reduction, the University will provide reasonable assistance to residents/fellows in locating another ACGME program in which they can complete their training (see our GME Policy #540).

**Other Benefits and Services ACGME Institutional Requirements II.F.1. and 2.a)**

On-call meal provisions vary within the various teaching hospitals. However, food options are 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 or may be too fatigued to safely return home. Lab coats are provided but no laundry services are provided. Parking is provided at no cost to residents. The University agrees to take reasonable precautions to ensure a healthy and safe working environment. The University will provide access to adequate communication resources and technological support.

**Vendor and Industry ACGME Institutional Requirement IV.L.**

The UTHSC College of Medicine – Chattanooga has established a policy and explicit guidelines outlining the appropriate relationship between GME Programs and health-related vendor representatives and industry and promotional activities (see our GME Policy #800, [www.uthsc.edu/comc/gme](http://www.uthsc.edu/comc/gme)).

***University of Tennessee Equal Opportunity Statement:***

*All qualified applicants will receive equal consideration for employment and admissions without regard to race, color, religion, sex, marital status, parental status, sexual orientation, gender identity, national origin, disability, age, genetic information, veteran status, or any other characteristic protected by federal or state law.*

*Eligibility and other terms and conditions of employment benefits at The University of Tennessee are governed by laws and regulations of the State of Tennessee, and this non-discrimination statement is intended to be consistent with those laws and regulations.*

*In accordance with the requirements of Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act of 1990, The University of Tennessee affirmatively states that it does not discriminate on the basis of race, sex, or disability in its education programs and activities, and this policy extends to employment by the University.*

*Inquiries and charges of violation of Title VI (race, color, national origin), Title IX (sex), Section 504 (disability), ADA (disability), Age Discrimination in Employment Act (age), sexual orientation, or veteran status should be directed to the Office of Access and Compliance (OAC), 920 Madison Avenue, 8<sup>th</sup> Floor, Memphis, Tennessee 38163, telephone 901-448-7382 (V/TTY available). Requests for accommodation of a disability should be directed to the ADA Coordinator at the Office of Access and Compliance.*





**ANNUAL GME AGREEMENT OF APPOINTMENT**

I understand and agree to my responsibilities to the University of Tennessee Health Science Center Graduate Medical Education Programs and to the responsibilities of the Sponsoring Institution. I have received and reviewed the content of the above Agreement, including all references to policies and procedures described and located on the GME and UTHSC website. I acknowledge that additional policies governing my participation in the GME Programs may be included in the policies and procedures on the web-based New Innovations Residency Management Suite Intranet ([www.new-innov.com/login](http://www.new-innov.com/login)) and on the GME website at [www.uthsc.edu/comc/gme](http://www.uthsc.edu/comc/gme). These are subject to change at the sole discretion of the UTHSC College of Medicine - Chattanooga.

**CONSENT TO RELEASE OF TRAINING INFORMATION AND RECORDS**

I understand, agree, and consent to the release of any and all records regarding my residency or Fellowship training and work performance, as well as a comprehensive reference/evaluation by University of Tennessee Health Science Center Graduate Medical Education (GME) officials, in its sole discretion, to any accreditation, credentialing, Medical Staff appointment, transfer of documentation for a new residency or Fellowship program, or quality committee or organization, institution of higher education, or healthcare regulatory boards, upon proper request as determined in the discretion of GME officials, or upon lawful order of a court or other authorized agency. This consent shall remain in effect and survive after the termination, lapse, or term of this Agreement.

**ATTESTATION OF TECHNICAL STANDARDS**

I affirmatively state that I meet the Technical Standards, GME Policy #411, and can perform the essential functions of: motor skills, sensory and observational skills, communication skills, conceptual, integrative, and quantitative skills, and behavioral and social skills and professionalism, with or without an accommodation. If I need an accommodation to meet the Technical Standards, I have sought and have been granted a reasonable accommodation by the UTHSC Office of Access and Compliance and have so notified my Program Director and the GME Office. If I no longer meet the Technical Standards, any accommodation has been withdrawn, or a current accommodation is no longer sufficient, I understand and agree that I am obligated to immediately notify my Program Director and the GME Office.

Resident/Fellow Name: \_\_\_\_\_

<<s:sig1\_\_\_\_\_>>  
Signature (Resident/Fellow Acceptance of Appointment)

Residency/Fellowship Program: <<program>>

DIO Name: Paul M. Schwartzberg, DO, MBA, Associate Dean and DIO

<<s:sig2\_\_\_\_\_>>  
Signature  
UTHSC College of Medicine-Chattanooga (GME) Approval

**To Be Completed by the Graduate Medical Education Office:**

Date Training Began/Begins: <<programstart>>      Anticipated Completion: <<programend>>

PGY Level: <<pgy>>      Annual Salary: <<compensation>>  
(as of the upcoming appointment/promotion date)      (as of the upcoming appointment date)