



Charles R. Drew University
of Medicine and Science

A Private University with a Public Mission

Name: _____

Post Graduate Year: _____

Residency Training Program: _____

COLLEGE OF MEDICINE, GRADUATE MEDICAL EDUCATION RESIDENT TRAINING AGREEMENT

THIS AGREEMENT is entered into by and between _____ (hereinafter referred to as “Resident”) and Charles R. Drew University of Medicine and Science, College of Medicine, (hereinafter referred to as “CDU”), with accredited residency graduate medical education training programs and with principal offices at 1731 E 120th St, Los Angeles, CA 90059.

This Agreement sets forth obligations and expectations of the Resident, including without limitation, academic, clinical, ethical, humanistic, scientific and professional obligations, in connection with the Resident’s appointment and possible reappointment to the _____ Residency Training Program (hereinafter referred to as “Residency Program”) of CDU.

Various policies and procedures referenced herein and may be revised, amended, or newly issued for notice and compliance by all Residents at the direction of the Graduate Medical Education Committee (GMEC).

TERM OF AGREEMENT: Duration of Appointment

This Agreement shall be in effect beginning **1 July** _____ and shall continue until **30 June** _____.

Within this TERM, Program appointment, advancement, and completion are neither assured nor guaranteed to you, but are contingent on your satisfactory demonstration of progressive advancement in scholarship and continued professional growth in all ACGME-required competency areas. Programs are required to evaluate you on your Milestones and must have documented criteria for promotion and/or renewal of your appointment. Renewal or extension of this Agreement is dependent upon satisfactory progress by you as determined solely by evaluation of your academic and professional performance, in accordance with the ACGME Milestones, and by the Residency Program Director, with input from the program faculty and Clinical Competency Committee.

- SECTION I -

ROLES AND RESPONSIBILITIES OF THE RESIDENCY PROGRAM

In accordance with the ACGME Sponsoring Institution Requirements and ACGME Common Program Requirements (enclosed), CDU assumes the ultimate financial and academic responsibility for the Resident's program of graduate medical education.

- SECTION II -

ROLES AND RESPONSIBILITIES OF THE RESIDENT

OBLIGATIONS OF RESIDENT IN TRAINING

Appointment as a CDU Resident is associated with previous accomplishments and presumed capabilities as well as with continuing obligations hereunder by which the Resident agrees to perform and obtain competencies, including without limitation, summarized as follows and at the discretion of the Program Director:

- A. Meet the clinical (patient care) requirements of residency training.
- B. Meet the academic (conference, study, and didactic) requirements of residency training, as specified by the Residency Program.
- C. Meet the humanistic (doctor-patient relationship) requirements of residency training.
- D. Meet the scientific (scholarly and research) requirements of residency training.
- E. Meet the professional (peer and colleague relationship) requirements of residency training.
- F. Meet the moral, ethical, and professional requirements of residency training.
- G. Complete medical records and clinical tasks on a timely basis as directed by the Program Director (or designee) unless there is a valid excuse (e.g., vacation, illness, leave of absence).
- H. Complete History and Physicals on a timely basis as directed by the Program Director (or designee).
- I. Be cost effective in the provision of patient care.
- J. Always seek and utilize appropriate supervision.
- K. Perform at a level commensurate with the level of training and responsibilities assigned by the Program Director.
- L. Use best efforts to work with other members of the health care team to provide a quality, respectful, safe, effective and compassionate environment for the delivery of care and the study of medicine.
- M. When on rotation, become familiar with and abide by the rules, regulations, policies and practices of each hospital or healthcare facility participating site—including without limitation, those on HIPAA compliance, Disaster Plan, Fire Safety, Radiation Safety, Electrical Safety, etc.
- N. Become familiar with and abide by the Residency Program Handbook.

- O. Abide by the overall rules, regulations and practices of the Residency Program e.g. Duty Hours, certification in Basic and Advanced Cardiac Life Support, Universal Precautions, Leave Request Procedures, etc.
- P. Immediately notify the Residency Program Director in the event the Resident becomes aware of any circumstance that may cause CDU or any participating hospital or healthcare facility site to be noncompliant with any federal, state, or local laws, rules or regulations, or the standards of any accrediting bodies to which it is subject.
- Q. Authorize the program director (or designee) as necessary to access appropriate institutions to obtain written documentation/confirmation of prior education and/or training.
- R. Return all property of CDU or any hospital or healthcare facility participating site at the time of the expiration or in the event of termination of this Agreement—including without limitation, identification card, pager, phone, books, equipment, library card, parking placard, etc., and complete all records and settle all professional and financial obligations before CDU will provide academic and/or professional training verification.

- SECTION III -

RESIDENT ADVERSE ACTION AND DUE PROCESS

RENEWAL OR EXTENSION OF AGREEMENT

Renewal or extension of this Agreement is dependent upon satisfactory progress by the Resident as determined solely by evaluation of the Resident's academic and professional performance, in accordance with the ACGME Milestones, and by the Residency Program Director, with input from the program faculty and Clinical Competency Committee. You are subject to academic standards and policies established by the University, College of Medicine, Office of Graduate Medical Education, and your residency or fellowship program. Significant aspects of the foregoing provisions are summarized in the GME Residency Handbook.

See *POLICY NO. 1-002: Recruitment, Appointments, and Promotions* for additional information.

USMLE Step 3 (or equivalent) Requirement for Promotion

Continuation of this appointment from PGY1 to PGY2 for residents entering programs at the PGY1 level is contingent on the resident achieving an active California unrestricted medical license on or before the expiration of their postgraduate training license (PTL).

- U.S. medical school graduates entering PGY2
- International medical school graduates entering PGY3

Medical licensure in the state of California is a condition of employment. Residents without a California medical license are subject to suspension without pay or dismissal from the program.

TERMINATION OF AGREEMENT AND DUE PROCESS

- A. Resident may terminate this Agreement voluntarily by providing no less than sixty (60) days prior written notice to the Program Director, should the Resident's circumstances allow.
- B. CDU may terminate this Agreement in accordance to the Adverse Actions and Grievances Policy process.
 - 1. Should the Resident be terminated from the Residency Program, receive any adverse action within the program, or believe their rights have been violated, he/she/they may request fair and reasonable review of that decision in accordance with the *POLICY NO. 1-003: Promotion, Remediation, Due Process Policy and Grievance Procedure*

ASSIGNMENT OF RESIDENT RESPONSIBILITIES

The Residency Program Director (or designee) is responsible for the delineation of Resident responsibilities.

NON-DISCRIMINATION

Charles R. Drew University of Medicine and Science (CDU) does not discriminate on the basis of race, color, sex, sexual orientation, gender, gender identity or expression, age, marital status, religion, disability, national origin, ethnic origin, or prior military service in any of its policies, procedures or practices, including admission policies, educational policies, fellowship and loan programs, employment policies, and other University-administered programs and activities. This statement is in compliance with Title IX of the Educational Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, and other requirements of Federal and state law. Additionally, CDU supports, and is in compliance with, Title IV, Title VI, Title VII, Title IX, Clery Act, Violence Against Women Act, SaVE Act, Americans with Disabilities Act, California Fair Employment and Housing Act and all other applicable Federal and state statutes.

RESIDENT GRIEVANCE OR APPEAL

Should Resident have a grievance against or appeal concerning the Residency Program or CDU, the CDU GME *POLICY NO. 1-003: Promotion, Remediation, Due Process Policy and Grievance Procedure* governs the Resident.

FINANCIAL SUPPORT: SALARIES

PGY	Base Salary: July 1, 2024	Total Benefits	Total Compensation
PGY1	\$72,301.16	\$20580	\$92881.16
PGY2	\$74,209.26	\$20080	\$94289.26
PGY3	\$78,064.87	\$20080	\$98144.87
PGY4	\$84,123.48	\$20080	\$104203.48
PGY5	\$90,019.06	\$20080	\$110099.06
PGY6	\$96,118.29	\$20080	\$116198.29
PGY7	\$101,851.64	\$20080	\$121931.64
Chief resident		\$3900	

FINANCIAL SUPPORT: BENEFITS

Health, dental, disability and other insurance coverage is available to all CDU residents. Health, vision, and dental insurance is provided for residents and eligible dependents and is effective on the resident's first recognized day of residency employment. Per ACGME requirements, if the first day of health insurance eligibility is not the first day that residents are required to report, then the residents/fellows will be given advanced access to information regarding interim coverage so that they can purchase coverage if desired.

More details are available online:

- [CDU-employed Resident Benefits](#)
- [Collective Bargaining Agreement](#), SEIU-CIR, Los Angeles County employed residents
 - o [Los Angeles County \(DHS/DMH\) employed Benefits](#)

Leaves of Absence

CDU residents are provided with vacation, sick, military, bereavement, and Family and Medical Leave Act (FMLA) leave, and other leaves of absence as set forth in the *CDU GME POLICY NO. 1-004: Vacation and Leave Policy* and in accordance with all applicable laws. The use of leave exceeding the limits established by CDU, the employer, the Program or applicable Specialty Board may require extension of the resident's training as described in the *Vacation and Leave Policy*. Each specialty board and/or residency review committee (RRC) has its own unique requirements related to board eligibility or program completion. Residents may be required to make up absent time as specified by any of these bodies.

Professional Liability Insurance

Trainees are provided with professional liability coverage related to their clinical activities required by the CDU residency program. This protection is effective for actions while active in the residency program. CDU professional liability coverage does not extend to extramural or non-required activities such as moonlighting.

Institutional policies and procedures regarding resident/fellow clinical and educational work hours

Charles Drew University GME accredited programs must comply with ACGME clinical and educational work hour requirements for our trainees in all clinical learning environments. Programs must design an effective program structure that is configured to provide residents with educational and clinical experience opportunities, as well as reasonable opportunities for rest and personal activities. Detailed information can be found in the CDU GME POLICY no. 1-009: Clinical and Educational Work Hours Policy.

Institutional policies and procedures regarding moonlighting.

Individual ACGME-accredited programs may prohibit moonlighting by residents. All residents participating in moonlighting must first complete a Moonlighting Request form and obtain approval and signature by their Program Director and the DIO prior to undertaking such activity. A resident must have 1) unrestricted, permanent license to practice medicine in California; 2) an individual DEA number and be in good standing to be

considered for moonlighting. Please refer to the CDU GME POLICY NO. 1-010: Moonlighting Policy for more information.

Eligibility for specialty board examinations;

Programs will provide residents with information related to eligibility requirements for the relevant specialty board examinations as mandated by the specialty Review Committee

EXPRESS ACKNOWLEDGEMENT

Resident hereby acknowledges that they have read and understand the terms contained in this agreement, all attachments, and enclosures hereto, all applicable policies and procedures referenced, and any other policies and procedures applicable to the Residency Program found in the GME Residency Program Handbook.

The parties hereto accept the terms and conditions herein and have caused this Agreement to be executed for the current term (outlined as “Term of Agreement”) herein above first written.

Date: CDU Resident
(required)

Date: CDU Program Director
(required)

Date: ACGME Designated Institutional
Official for CDU
(required)