

GRADUATE MEDICAL EDUCATION
POLICIES FOR HOUSE STAFF

Downsizing and Closure of Programs

The purpose of this policy is to provide for an orderly and equitable transition when downsizing of a program becomes a decrease in resident enrollment, department restructuring for economic or programmatic reasons, or other reasons which may require downsizing or closure of a program.

1. To the extent that the hospital established accredited graduate medical education training programs, the hospital will use its best efforts to continue the accredited status of the programs throughout the education of training period of a resident.
2. In the event that a training program is downsized or closed, the hospital will officially notify the trainee(s) at the earliest opportunity and will make every effort to relocate the resident to another training program; and unless otherwise provided for, the hospital will continue to support the salary and all benefits for the resident for the duration of the training.
3. In the event of a program downsizing, if at all possible, the hospital will provide reasonable accommodation at the hospital until the resident completes the training program and or transfers to another training program.
4. It is the hospital goal to minimize any disruption of healthcare and/or educational services while respecting the dignity of residents affected.
5. In analyzing the program affected, the program director must work in direct consultation with the Executive Director of Medical Education and obtain approval of the Graduate Medical Education Committee prior to announcing or finalizing any specific program reductions or closure.