

## **Policy on Appointment and Reappointment**

To be appointed to a training position at the University of Rochester Medical Center, all trainees are required to complete any and all eligibility requirements assigned to them prior to their start date at the University of Rochester Medical Center. If applicants fail to do so, or willfully misrepresent themselves, their NRMP Match or other offer of appointment may be rescinded. Trainees will receive an attestation for signature that they have read and understand this requirement in their onboarding/appointment package.

1. All contracts are one year in length, and each resident must be reappointed for each subsequent year of training, contingent upon satisfactory completion of the current post-graduate year. The University will honor the full term of the contract letter except when a resident's performance justifies termination. Contracts are delivered and signed electronically by the trainee, program director, and Senior Associate Dean for GME.
2. Recommendations for the appointment and reappointment of residents should be initiated by departments and programs and sent to the Office for Graduate Medical Education.
3. A resident whose performance has failed to meet the level of competence for reappointment to a subsequent year shall be notified by his/her department in writing. Specific guidelines for decisions on termination or non-reappointment are found in the Disciplinary Procedures and Appeals Policy.
4. Residents are expected to notify their department sufficiently in advance (preferably by May 1) if they do not intend to return the following year.

Appointment and/or reappointment do not constitute an assurance of successful completion of a residency program or post-graduate year. Successful completion is based on performance as measured by individual departmental standards.