

The following are responsible for the accuracy of the information contained in this document

Responsible Policy Administrator
Associate Dean for Graduate Medical Education

Responsible Department
Graduate Medical Education

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Policy Statement

Residents and fellows who are enrolled in UMass Chan residency or fellowship programs must obtain and maintain a full or limited Massachusetts Medical license issued by the Board of Registration in Medicine for the duration of training. Incoming residents and fellows will not be employed until the Board of Registration in Medicine (BORM) issues a medical license. Once employed, residents and fellows who do not successfully renew their license by the date of expiration of their current license cannot work. They will be placed on an unpaid leave of absence for up to 60 days or until the renewal license is issued (whichever is sooner). If unlicensed after 60 days, the resident/fellow may be terminated.

The resident/fellow may be rehired at the discretion of the program director once a license has been issued.

Reason for Policy

- Initial licensure of residents and fellows is frequently delayed for a variety of circumstances. In some instances, there may be issues that come to light on the license application or during CORI checks or National Practitioner Data Bank queries that require further investigation by the Board of Registration in Medicine. There may be delays in the sending or receiving of required documentation from medical schools, the ECFMG, or previous training programs. Until these residents/fellows meet UMass Chan GME employment requirements, they cannot work. There are too many variables involved to predict how long the licensure process might take and whether additional issues may come to light to make exceptions for new employment of unlicensed residents or fellows.

- Delays in licensure renewal are far less frequent. In most cases the causes fall into a

few categories:

- failure to complete and submit renewal documentation on time
 - delay in provision and/or review of documentation relative to a malpractice claim or leave of absence
 - performance issues or disciplinary action during the preceding year that require review by the BORM
 - misplaced documentation or poor communication about additional documentation requirements by the BORM
- It is often difficult to determine all reasons for delay. An unpaid leave of absence ensures that the residents will not participate in or observe any clinical activity and ensures that there will be no violation of State licensure regulations. Some programs have tried to find acceptable work alternatives that don't involve patient care such as research, but not all programs are able to offer such options. UMMS UMass Chan policy needs to be consistent across programs. A delay that exceeds 60 days may place undue hardship on a program that may wish to hire someone else. A program director can choose to rehire the resident/fellow once a license is issued.

Entities Affected by This Policy

This policy applies to all incoming and reappointed residents and fellows enrolled in UMass Chan ACGME-accredited and non-standard training programs

Responsibilities and Procedures

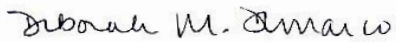
The Office of Graduate Medical Education (OGME), the resident or fellow and the residency or fellowship program director are responsible for ensuring that all procedures are followed.

1. The OGME will process all initial and renewal limited license applications and will remain in communication with the Board of Registration in Medicine (BORM) concerning the status of these applications. OGME staff will share information with Program Coordinators on a regular basis. The BORM will not communicate with the resident or program staff unless the license is in "legal review." At that point, the BORM will only communicate directly with the resident, and not with OGME or the program.
2. Residents and fellows who opt to obtain a full Massachusetts Medical License are responsible for submission of all application materials in a timely manner and follow up on all missing documentation and delays. The BORM will only communicate with the full license applicant.
3. Residents and fellows who obtain a full Massachusetts medical license must provide a copy of the application and the license to OGME in order to participate in clinical activity and maintain their employment status. Program Coordinators and the OGME will attempt to monitor and track license expiration dates and remind residents and fellows, but ultimately the responsibility lies with the resident/fellow.
4. Incoming residents and fellows will not be permitted to work until they are licensed and meet all other UMass Chan resident/fellow employment requirements.
5. Current or reappointed residents and fellows will not be permitted to work without a current, valid license. If a license renewal is not approved by the expiration date, the

resident/fellow will be placed on an unpaid leave of absence for up to 60 days or until the license is approved. Use of accrued vacation time may be considered on a case-by-case basis and must be approved by the Associate Dean for Graduate Medical Education.

A resident/fellow who is unable to renew their licenses within 60 days of expiration of the previous license will be terminated. The program may rehire the resident/fellow once the license is approved.

Approvals



Responsible Policy Administrator
Deborah DeMarco, Assoc Dean for
Graduate Medical Education

10/21/2008

Date
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