

**Rush University Medical Center  
Graduate Medical Education**

**NON-RENEWAL OF CONTRACT POLICY**

**TERMINATION OF AGREEMENT BY MEDICAL CENTER**

The House Officer's Agreement may be terminated by the Medical Center only for cause as defined in the Faculty Rules for Governance and/or for material breach of the terms of this agreement by the House Officer.

**TERMINATION OF AGREEMENT BY HOUSE OFFICER**

The House Officer's Agreement may be terminated by the House Officer only for a material breach of the agreement by the Medical Center or for the failure of the Medical Center to provide a program in graduate medical education or graduate clinical training that meets the most current standards in effect from the "Essentials of Accredited Residencies" as adopted by the ACGME and those of other governing bodies. The House Officer is encouraged to evaluate and critique his/her educational and related clinical programs from time to time, either individually or through the Housestaff Association, and to share these critiques through appropriate levels of the Medical Center, starting within their department.

**NOTICE OF TERMINATION**

Neither party may terminate the House Officer's Agreement without thirty (30) days written notice to the other party.

**NOTICE OF NON-RENEWAL**

The Medical Center shall provide written notice of intent not to renew the House Officer's Agreement **no later than 120 days before the expiration of this Agreement**. Prior to giving such notice, the Medical Center shall inform the House Officer **in writing** of his/her deficiencies and place the House Officer on probation for **at least 60 days**, during which time s/he shall be given opportunity to correct the deficiencies. If the deficiencies are not corrected to the satisfaction of the Medical Center during the probationary period, the Medical Center shall give the House Officer notice of intent not to renew. Failure to give the notice shall preclude the Medical Center from **not renewing** the Agreement except as provided in **TERMINATION OF AGREEMENT BY MEDICAL CENTER** above.

All notice requirements contained in this policy shall govern and supersede any notice provisions in the Rush Medical College Policies and Procedures.

1/24/05 Approved at GMEC Meeting  
11/19/07 Revised and Approved at GMEC meeting