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Introduction

Our training program is comprised of 69 residents working at 4 hospitals in 2 healthcare systems (Children’s Healthcare of Atlanta and Grady Memorial Hospital) and is located in the heart of a bustling metropolitan center. We support a Global Health Track, an Integrated Research Pathway, and a combined Pediatrics/Child Neurology program. Please visit our [website](#) to learn even more about us!

The intern year focuses on information synthesis and medical decision-making. First year residents hone their skills during months of inpatient General Pediatrics and Subspecialty services. They learn to deliver high acuity care during ED and NICU rotations and develop a greater facility with issues of growth and development during their Development Pediatrics Rotation. They spend a half-day per week in Resident Continuity Clinic at Hughes Spalding learning the care of healthy children and managing outpatient sick visits. Interns travel to North Georgia for three days in the fall for a class retreat. Here they focus on class communication and developing leadership skills.

The second and third year experiences build on skills developed intern year cultivating residents’ management of high acuity patients and preparing for practice as independent physicians. Throughout all three years, residents work closely with mentors to help them prepare for and shape their future careers.
Our Mission:

The Emory Pediatrics Residency Program strives to produce pediatricians who possess outstanding clinical competence and a lifelong passion for inquiry. Graduates of the Emory program are well-prepared to enter general pediatric practice, subspecialty training, or a career in teaching and research.

Through exposure to a diverse population of patients, an accomplished cadre of supervising faculty, and a comprehensive curriculum, our graduates are equipped to become future leaders within the field of pediatrics. Our residents provide frontline care to over a half-million patients annually at Children’s Healthcare of Atlanta and the Grady Health System. Our diverse clinical sites give residents experience with pediatric conditions both common and complex, in patients representing a range of cultural and socioeconomic backgrounds.

We foster an environment of care and compassion for patients, families, and colleagues. Our curricular structure focuses on development of a whole person as well as physician during training. Our 300+ faculty members are committed to resident education in all forms, including bedside teaching, didactics, and research mentorship.
Meet our Leadership

Dr. Buchter has served as Program Director since 1992 and has shepherded the program through 3 RRC accreditation visits and the implementation of Duty Hours, the Competencies, and the Milestones. She is an attending neonatologist in both the Grady and Egleston NICUs.

Dr. Gardner oversees the Community Pediatrics rotations and nurtures our Primary Care and Global Health Initiatives. She supervises the community-based Continuity Clinics and is an attending physician in Hughes Spalding Primary Care and Resident Continuity Clinics.

Dr. Hilinski serves as the director of our Residents as Teachers curriculum. He is an attending physician on the Infectious Disease consultation service in addition to serving as the Program Director for the Infectious Disease fellowship.

Dr. Sanders joined the program administration in 2016. She is an attending hospitalist at both Egleston and Hughes Spalding. As a former Emory Chief resident, she is excited to be returning to a more active role in support of resident education.

The two Assistant Program Directors spend a year after completion of their residency training leading the residents. The third year chiefs are elected by their co-residents and each spend 3 months of their senior year.
Schedules and Conferences

PL-1 Year

The year is divided into 13 4-week rotations, distributed as follows:

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<tr>
<th>Rotation</th>
<th>Location</th>
<th>Blocks</th>
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<tr>
<td>Inpatient General Pediatrics</td>
<td>CHOA - Egleston</td>
<td>2</td>
</tr>
<tr>
<td>Inpatient General Pediatrics*</td>
<td>CHOA - Hughes Spalding</td>
<td>1</td>
</tr>
<tr>
<td>Night Team (General Pediatrics)</td>
<td>CHOA - Egleston</td>
<td>2</td>
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<td>Inpatient Hematology/Oncology</td>
<td>CHOA - Egleston</td>
<td>1</td>
</tr>
<tr>
<td>Inpatient Pulmonology, Cardiology or GI</td>
<td>CHOA - Egleston</td>
<td>2</td>
</tr>
<tr>
<td>Emergency Medicine*</td>
<td>CHOA - Hughes Spalding</td>
<td>1</td>
</tr>
<tr>
<td>NICU</td>
<td>Grady Memorial Hospital</td>
<td>1</td>
</tr>
<tr>
<td>Term Nursery</td>
<td>Grady Memorial Hospital</td>
<td>1</td>
</tr>
<tr>
<td>Developmental and Behavioral Pediatrics</td>
<td>Multiple sites</td>
<td>1</td>
</tr>
<tr>
<td>Elective*</td>
<td>Varies by choice</td>
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</table>

*vacation months

Continuity Clinic

PL-1 and PL-2 residents spend a half-day per week in the Resident Continuity Clinic at Hughes Spalding. Depending on their career path, PL-3 residents have the option of spending their clinic time in a community pediatric practice or a subspecialty clinic.

Conferences

There is protected educational time for residents Thursday evenings at our Core Curriculum. In addition to core disease related lectures, this series includes Global Health, Ethics, Evidence-based Medicine, Business of Medicine and other helpful topics. Visit our website for more information about conferences, and check out our morning report blog here.

Sample weekly conference schedule

<table>
<thead>
<tr>
<th></th>
<th>Monday</th>
<th>Tuesday</th>
<th>Wednesday</th>
<th>Thursday</th>
<th>Friday</th>
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<tr>
<td>AM</td>
<td>Morning Report</td>
<td>Morning Report</td>
<td>Egleston</td>
<td>Grady</td>
<td>Surgery</td>
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<td></td>
<td></td>
<td></td>
<td>Grand Rounds</td>
<td>Grand Rounds</td>
<td>Conference</td>
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<tr>
<td>5p-7p</td>
<td></td>
<td></td>
<td></td>
<td>Core Curriculum</td>
<td>Morning Report</td>
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Research Opportunities

All residents have the opportunity to participate in research projects within both the Emory University and Children’s Healthcare of Atlanta communities. Residents with exceptional projects are selected to present at Resident Research Day which occurs annually in the spring, and the winner receives additional money in their book fund. Learn more about research at Emory and CHOA [here](#).

*The Department of Pediatrics is ranked in the top 10 for NIH funding*

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**The Health Sciences Research Building**

**2016 Resident Research Day Presentations**

Hemani, A. *Prevalence of Methicillin-Sensitive versus Methicillin-Resistant Staphylococcus aureus in Hospitalized Children with Atopic Dermatitis: A retrospective Study.* (Mentor: Dr. Anthony Cooley)

Bhatia, A. *Screening for Critical Congenital Heart Disease—What’s the Real Impact?* (Mentors: Drs. Matt Oster, Lazaros Kochilas)

Gonsalves, R. *Post-Transplant Hyperglycemia in Diabetes Mellitus in Pediatric Heart Transplant Patients* (Mentor: Dr. Nina Ham)

Jenkins, E. *Experience with Propofol for Procedural Sedation in Infants Under 6 Months of Age* (Mentors: Drs. Kiran Hebbar, Pradip Kamat, James Fortenberry)

McCollum, N. *Improving Patient/Parent/Provider Satisfaction: The Use of Nitrous Oxide for Peripheral Intravenous Cannulation for Pediatric Procedural Sedation* (Mentors: Drs Robert Pettignano, Pradip Kamat, Jana Stockwell)
Global Health Track

**Background:** With the breadth of global health resources available at Emory and Children’s Healthcare of Atlanta, the Department of Pediatrics (DOP) seized the opportunity to be a leader among training institutions in global health education and formally implemented a Global Health education curriculum in 2010.

**Mission:** To ensure that all pediatric residents receive an introduction to global child health, including principles of public health, advocacy, and clinical care of children in underserved communities both at home and around the world.

**Curriculum Structure:** The tiered curriculum includes 3 potential levels of involvement:

1. **Global Health Core Curriculum:** Enhanced training in principles of epidemiology, social determinants of health, cultural competency, and global burden of disease for all residents

2. **Global Health Track:** Field experience (local or overseas) composed of clinical work and research preceded by formal coursework, web modules, and mentorship for select group of 3-5 incoming resi-

**Key Components of Global Health Track**

- Global health core conference lectures, grand rounds, and evening presentations
- Global health rotations (total of 1 call-free month during R2 and 2 call-free months during R3 years)
  - Domestic: International Community School; Dekalb County Refugee Screening Clinic; International Medical Center at Grady Hospital
  - International: Minas Gerais, Brazil; Black Lion Hospital, Ethiopia
- Continuity clinic assignments to clinics with immigrant/refugee populations
- Mentorship in an individualized learning plan and scholarly project
- Advancement of language skills in chosen 2nd language
- Leadership activities of the Global Health Organization of Pediatrics at Emory (GHOPE)
- Access to pediatric global health library and other resources

**Who Can Join?**

Two incoming interns will be accepted annually with a goal to grow the program to 5 or more residents per class. You do not need any prior global health experience to apply.

**To Learn More**

Please contact Lynn Gardner, MD: Global Health Track Director (slgardn@emory.edu)
Partnerships among Emory University, Children’s Healthcare of Atlanta, and the Atlanta community offer a multitude of opportunities for trainees. Regardless of your interests, you’ll have access to a wealth of resources to help advance your career goals. Many institutions have specific affiliation to Emory or CHOA, bringing their resources directly to your doorstep. Here are a few examples:

**Atlanta-based Health Organizations:**
- The Carter Center
- CARE International
- American Cancer Society
- The Arthritis Foundation

**Institutional Resources through Emory and CHOA:**
- Emory Global Health Institute
- Urban Health Initiative
- AFLAC Cancer and Blood Disorders Center
- Sibley Heart Center Cardiology
- Strong4Life
- HeLP: Health Law Partnership

An NIH Autism Center of Excellence, affiliated with both Emory and CHOA.

Located adjacent to Emory’s campus and within walking distance of Egleston, the CDC offers basic science and epidemiologic research and elective opportunities. Several faculty members hold joint CDC appointments, and CDC physicians work as preceptors in our continuity clinic.

Spend an elective working at specialty camps for children with chronic diseases.
### Careers After Residency

#### Career Destinations of Graduates 2010 - 2016

- **52%** Subspecialty Fellowship
- **24%** General Pediatrics Practice
- **13%** Hospitalist
- **9%** Urgent Care
- **2%** Other Sites

### Board Exam Pass Rates

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<th>Years</th>
<th>Emory</th>
<th>All Programs</th>
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<tr>
<td>2013-2015</td>
<td>97%</td>
<td>83%</td>
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</table>

### Types of Fellowships and Location of Fellowships Obtained 2010-2016

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<th>Fellowship Type</th>
<th>Emory</th>
<th>Other Sites</th>
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<tbody>
<tr>
<td>BDP</td>
<td></td>
<td>Denver, South Carolina, CHOP</td>
</tr>
<tr>
<td>Cardiology</td>
<td>4</td>
<td>Duke, Vanderbilt, Iowa, Northwestern, Boston Children’s</td>
</tr>
<tr>
<td>Critical Care Medicine</td>
<td>6</td>
<td>Cincinnati, Denver, Stanford, Vanderbilt, UCSF, DC Children’s, Johns Hopkins, Northwestern</td>
</tr>
<tr>
<td>Emergency Medicine</td>
<td>4</td>
<td>Cincinnati, Baylor, Medical College of GA</td>
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<tr>
<td>Endocrinology</td>
<td>2</td>
<td>Nationwide</td>
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<tr>
<td>Gastroenterology</td>
<td>2</td>
<td>Houston</td>
</tr>
<tr>
<td>Hematology/Oncology</td>
<td>6</td>
<td>Oakland, Columbia, CHOP, Minnesota, Johns Hopkins</td>
</tr>
<tr>
<td>Hospitalist</td>
<td>3</td>
<td>Case Western</td>
</tr>
<tr>
<td>Infectious Diseases</td>
<td>3</td>
<td>Wisconsin</td>
</tr>
<tr>
<td>Neonatology</td>
<td>3</td>
<td>Denver</td>
</tr>
<tr>
<td>Sports Medicine</td>
<td></td>
<td>Boston, Hawaii</td>
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</table>
What We Like About Emory

I love that everybody (including the attendings) is always willing to help each other.—Bhavya

The overall academic environment, focus on resident education, solid hands-on training, with a background of collegiality and friendship is ideal for anyone who wants to train at an outstanding program. I can honestly say that whenever I wake up to go to work, I am excited to see my friends, excited to work! That’s what matters most.—Abbas

My favorite thing about the residency program is the people we work with and all the opportunities we have, especially when it comes to choosing our electives.—Mahnaz

The variety of locations we get to practice in is a unique program asset. Egleston, Hughes Spalding, Grady Healthcare and Scottish Rite all offer different approaches to medicine and different populations of patients, lending a very rich exposure during training.—Allison

Graduating from the Emory Pediatrics Residency is a sign that you are ready to take on ANY aspect of pediatrics. You’ve seen and managed everything from General Pediatrics to the crazy rare zebras and that will serve you well regardless of what you do post-residency.—Neelima

I think it’s also great that everyone who is inclined to do a fellowship is able to match into incredibly competitive programs across the country.—Damon
Benefits

Salaries
Resident receive an annual salary in accordance with the compensation schedule set by Emory University. Amounts go into effect on July 1 of each year; salaries for the current academic year are listed below.

<table>
<thead>
<tr>
<th>Year</th>
<th>Monthly</th>
<th>Annual</th>
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<tr>
<td>PL-1</td>
<td>$4,621.50</td>
<td>$55,458</td>
</tr>
<tr>
<td>PL-2</td>
<td>$4,867.92</td>
<td>$58,415</td>
</tr>
<tr>
<td>PL-3</td>
<td>$5022.50</td>
<td>$60,270</td>
</tr>
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</table>

Insurance
Full-time residents are provided with hospitalization/major medical insurance at no cost. Vision, Dental, and Family/Partner coverage are available on a payroll deduction basis. Life insurance and personal disability insurance are provided at no cost to the resident. Professional liability insurance is provided to residents for work conducted at CHOA and Emory Affiliated Hospitals.

Vacation/Leave
All full-time residents receive three weeks or 21 calendar days of vacation each year. Through creative scheduling, each resident receives four days during the winter holiday season. Residents are also eligible for 12 days sick leave and five days of funeral leave, with full compensation, annually. Family medical leave is available and the residency program maintains a flexible approach to this important issue.

Parking
Parking is provided to residents at no cost at Egleston, Grady (covers Hughes Spalding as well), and Scottish Rite. Residents are also eligible to receive a parking pass for the Emory campus at no cost.

Other Benefits
- $200 per year to apply toward educational expenses (books, board preparation materials, smartphone apps, etc.)
- $1000 to attend educational conferences during the course of the three years of training
- Annual AAP membership for all residents
  - Includes subscription to Pediatrics and the Red Book
  - Includes annual access to PREP questions
- Pagers provided at no cost
- Two white coats and two pairs of scrubs provided at no cost

For the latest benefit information - please go to the Emory Human Resources Department.
How can I get more information?

(email contacts on following pages)

I’m interested in Research
pedsresearch.org
Dr. Joe Hilinski (faculty)
Omar Shakeel
Robert Gonsalvez
Anisha Bhatia
Sabikha Alam

I’m attached and my significant other is in medicine
Allison Gay
Uriel Castaneda
Christine Bell
Anisha Bhatia
Ben Wisniewski

I’m interested in Global Health
Global Health Track Website
Emory Global Health Institute
Dr. Lynn Gardner (faculty)
Dr. Parmi Suchdev (faculty)
Christine Bell
Joel Howard
Shubha Setty
Min Jie Lee
Khris Nguyen
Linda Wu

I’m attached and my significant other is not in medicine
Joel Howard
Caitlin Nichols
Sean Woods
Neil Zaki
Jasmine Forte

I have a child (or two or three)
Christine Bell
Lisa Lima
Lauren King
Lyndsi Pauman
Zev Cohen
Neil Zaki

I’m interested in Advocacy
Urban Health Initiative
Dr. Lynn Gardner (faculty)
Uriel Castaneda
Jasmine Weiss
Linda Wu
Jonathan Ebelhar

Other Stuff
Music Scene—Neil Zaki, Laura Wilson
Couples Match—Uriel Castaneda, Min Jie Lee, Khris Nguyen
Outdoor Stuff—Anne Kimball, Alex Henri
Staying Fit—Anne Kimball, Nichole McCollum
## Current Residents Contact Info:

<table>
<thead>
<tr>
<th>Name</th>
<th>University</th>
<th>Year</th>
<th>Email</th>
</tr>
</thead>
<tbody>
<tr>
<td>Allison Rose, MD</td>
<td>Emory University School of Medicine</td>
<td>Chief</td>
<td><a href="mailto:atrose@emory.edu">atrose@emory.edu</a></td>
</tr>
<tr>
<td>Monica Vielkind, MD</td>
<td>Albany Medical College</td>
<td>Chief</td>
<td><a href="mailto:mvielki@emory.edu">mvielki@emory.edu</a></td>
</tr>
<tr>
<td>Sunita Ali, M.D.</td>
<td>Texas A&amp;M Health Science Center College of Medicine</td>
<td>PGY3</td>
<td><a href="mailto:ssali2@emory.edu">ssali2@emory.edu</a></td>
</tr>
<tr>
<td>Christine Bell, M.D.</td>
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<td>PGY3</td>
<td><a href="mailto:cebell@emory.edu">cebell@emory.edu</a></td>
</tr>
<tr>
<td>Anisha Bhatia, M.D.</td>
<td>Northeast Ohio Medical University</td>
<td>PGY3</td>
<td><a href="mailto:adbhat2@emory.edu">adbhat2@emory.edu</a></td>
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<tr>
<td>Allison Buterbaugh, M.D.</td>
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<td>PGY3</td>
<td><a href="mailto:abuter2@emory.edu">abuter2@emory.edu</a></td>
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<tr>
<td>Uriel Castaneda, M.D.</td>
<td>University of Washington School of Medicine</td>
<td>PGY3</td>
<td><a href="mailto:ucastan@emory.edu">ucastan@emory.edu</a></td>
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<tr>
<td>Courtney Charvat, M.D.</td>
<td>Mercer University School of Medicine</td>
<td>PGY3</td>
<td><a href="mailto:ccharva@emory.edu">ccharva@emory.edu</a></td>
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<tr>
<td>Mansi Gaitonde, M.D.</td>
<td>University of Texas Southwestern at Dallas</td>
<td>PGY3</td>
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<tr>
<td>Robert Gonsalves III, D.O.</td>
<td>Arizona College of Osteopathic Medicine</td>
<td>PGY3</td>
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<tr>
<td>Joel Howard, M.D.</td>
<td>University of Mississippi School of Medicine</td>
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<tr>
<td>Lauren King, M.D.</td>
<td>University of Colorado School of Medicine</td>
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<tr>
<td>Kayla Koch, M.D.</td>
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<td>PGY3</td>
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<tr>
<td>Lisa Lima, M.D.</td>
<td>Georgia Regents University</td>
<td>PGY3</td>
<td><a href="mailto:llima2@emory.edu">llima2@emory.edu</a></td>
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<tr>
<td>Nichole McCollum, M.D.</td>
<td>Mercer University School of Medicine</td>
<td>PGY3</td>
<td><a href="mailto:nmccoll@emory.edu">nmccoll@emory.edu</a></td>
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<tr>
<td>Savini Santha, M.D.</td>
<td>Georgia Regents University</td>
<td>PGY3</td>
<td><a href="mailto:ssantha@emory.edu">ssantha@emory.edu</a></td>
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<tr>
<td>Shubha Setty, M.D.</td>
<td>Boston University School of Medicine</td>
<td>PGY3</td>
<td><a href="mailto:ssetty@emory.edu">ssetty@emory.edu</a></td>
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<tr>
<td>Omar Shakeel, M.D.</td>
<td>University of Central Florida College of Medicine</td>
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<td><a href="mailto:oshakee@emory.edu">oshakee@emory.edu</a></td>
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<tr>
<td>Daniel Tucker, M.D.</td>
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<td><a href="mailto:ddtucke@emory.edu">ddtucke@emory.edu</a></td>
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<tr>
<td>Laura Wilson, M.D.</td>
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<td><a href="mailto:lgwilso@emory.edu">lgwilso@emory.edu</a></td>
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<tr>
<td>Brian Winn, M.D.</td>
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</tr>
<tr>
<td>Neil Zaki, M.D.</td>
<td>Eastern Virginia Medical School</td>
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<td><a href="mailto:nzaki@emory.edu">nzaki@emory.edu</a></td>
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## Current Residents Contact Info:

<table>
<thead>
<tr>
<th>Name</th>
<th>Medical School</th>
<th>Current level</th>
<th>Email Address</th>
</tr>
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<tbody>
<tr>
<td>Sabikha Alam, M.D.</td>
<td>University of Florida</td>
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<td><a href="mailto:Salam8@emory.edu">Salam8@emory.edu</a></td>
</tr>
<tr>
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</tr>
<tr>
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<td>Emory University School of Medicine</td>
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<td>Chalani Ellepola, D.O.</td>
<td>Philadelphia College of Osteopathic Medicine</td>
<td>PGY2</td>
<td><a href="mailto:cellepo@emory.edu">cellepo@emory.edu</a></td>
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<tr>
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Emory University School of Medicine
Policy and Procedure on Resident Recruitment and Appointment

As set by the
Emory University School of Medicine Graduate Medical Education
http://www.med.emory.edu/gme/institutional_policies/recruitment_selection.html
(Please refer to GME website listed above for most recent updated Policy)

HOUSE STAFF POLICIES AND PROCEDURES MANUAL
(GME) Office of Graduate Medical Education

Policy: This policy sets forth Emory University School of Medicine's guidelines regarding resident recruitment and appointment. This policy is intended to establish valid, fair, effective, and ethical criteria for the recruitment and appointment for Emory University School of Medicine’s graduate medical education program.

Procedure:
1. Resident Recruitment
   1. Applicants are required to meet one of the following qualifications to be eligible for a position in the graduate medical education program at Emory.
      1. Graduates of medical school in the United States and Canada accredited by the Liaison Committee on Medical Education (LCME).
      2. Graduates of colleges of osteopathic medicine in the United States accredited by the American Osteopathic Association (AOA).
      3. Graduates of medical schools outside of the United States and Canada who meet one of the following qualifications:
         1. Have received a currently valid certificate from the Educational Commission for Foreign Medical Graduates verifying final medical diploma, or
         2. Have a full, active and unrestricted license to practice medicine in a U.S. licensing jurisdiction.
      4. Graduates of medical schools outside of the United States who have completed a Fifth Pathway Program provided by an LCME-accredited Medical School.
         1. International medical graduates who are non-U.S. citizens must enter the training program on an ECFMG sponsored J-1 visa.
   2. Non-eligible applicants will not be considered for selection in Emory's graduate medical education program.

2. Resident Selection
   1. Eligible applicants will be considered for possible appointment based on their:
      1. Academic credentials,
      2. Ability,
      3. Overall preparedness,
      4. Communication skills,
      5. Aptitude,
      6. Personal qualities (such as motivation and integrity) and
      7. Other written criteria developed by the Program Director.
   2. In selecting from qualified applicants, Emory must participate in an organized matching program such as the National Resident Matching Program if it is available.
   3. Programs must follow laws regarding license to practice medicine in the state of Georgia.

3. In determining resident recruitment and appointment, Emory will not discriminate with regard to a resident's age, gender, race, religion, color, creed, national origin, disability, sexual orientation or veteran status or any other applicable legally protected status.

4. On behalf of Emory as the sponsoring institution, the Office of Graduate Medical Education will be responsible for periodically reviewing whether resident selection activities are consistent with this Policy. The Office of Graduate Medical Education may delegate these review activities to individual Program Directors or their designees.

5. For fellowships, applicants must have satisfactorily completed the prerequisite residency training program.
Sample Appointment Agreement:

Contingent upon your timely satisfaction of the following conditions, Emory University hereby offers you an appointment in the Emory University School of Medicine residency program conducted through its affiliated hospitals.

1) Receipt of a Georgia Temporary Postgraduate Training Permit (pursuant to O.C.G.A.43-34-47 and Rules 360-2.09 through 360-2.12 and the House Staff Policies and Orientation Manual) prior to July 1, 2007 (you must submit a completed application for training permit to Emory’s Office of Graduate Medical Education at least 60 days prior to appointment date); or

2) Receipt of a Georgia Medical License (pursuant to O.C.G.A. 43-34-26(5) & 43-34-27, and the House Staff Policies and Orientation Manual) prior to July 1, 2007 (proof of which you must submit to Emory’s Office of Graduate Medical Education at least 60 days prior to appointment date). Georgia Medical Licenses are required for all residents who are PGY 8 or higher;

THESE LICENSURE/PERMIT OBLIGATIONS ARE CONTINUING THROUGHOUT THE TERM OF THIS AGREEMENT. The revocation, suspension or termination of your Georgia Temporary Post Graduate Training Permit or Georgia Medical License will constitute adequate grounds for the immediate termination of this Agreement.

You are offered an appointment as a Postgraduate Year in the ____________ Training Program effective for a period of ______, beginning ______ and ending . Compensation shall be paid in monthly installments at an annual compensation rate of __________. If less than a month is worked, compensation for that month shall be computed on a daily rate based on the compensation schedule in effect at that time.

All residents/fellows must follow the guidelines established by the ACGME and by the training program regarding resident duty hours.

The specific terms and conditions of your appointment as a resident/fellow in the Emory University School of Medicine residency program are described in and governed by the provisions of the House Staff Policies and Procedures Manual. A current copy of this manual can be found on http://www.med.emory.edu/gme/housestaff/housestaff_policies/index.html. This Agreement, together with the House Staff Manual, shall also govern your relationship with each of the Affiliated Hospitals to which you are assigned. All items in Section III.D of the ACGME Institutional requirements are addressed in this Agreement or the House Staff Manual. The table below provides the location in the manual.

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<tr>
<th>Benefit, Condition, Policy referenced in the House Staff Manual</th>
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<tbody>
<tr>
<td>1. Resident responsibilities</td>
<td>Section 1</td>
<td>10. Parental leave of absence</td>
<td>Section 4</td>
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<td>2. Conditions under which living quarters, meals, laundry are provided</td>
<td>Section 3</td>
<td>11. Sick leave policies</td>
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<td>3. Conditions for reappointment</td>
<td>Section 5</td>
<td>12. Policy on effects of leaves on satisfying criteria for program completion</td>
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<td>4. Grievance procedures and due process</td>
<td>Sections 33-34</td>
<td>13. Duty-hour policies and procedures</td>
<td>Section 6</td>
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<td>5. Professional liability insurance</td>
<td>Section 16</td>
<td>14. Policy on moonlighting</td>
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<td>6. Liability insurance coverage for claims filed after completion of program</td>
<td>Section 16</td>
<td>15. Policy on other professional activities outside the program</td>
<td>Section 6</td>
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<td>7. Health and disability insurance</td>
<td>Section 3</td>
<td>16. Counseling, medical, psychological support services</td>
<td>Sections 8-9</td>
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<td>8. Leave of absence policy</td>
<td>Section 4</td>
<td>17. Policy on physician impairment and substance abuse</td>
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<td>9. Vacation policies</td>
<td>Section 4</td>
<td>18. Policy on sexual harassment</td>
<td>Appendix C</td>
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Any conditions or provisions described in the Manual, which are dependent upon the availability of resources beyond the control of Emory University, Emory University School of Medicine, or Emory University Affiliated Hospitals shall not be binding upon Emory in the event of the unavailability or loss of those resources. Throughout your appointment, you are also required to follow and abide by the rules and regulations of Emory University, Emory University School of Medicine and all hospitals affiliated with your training.

The term of this Agreement is only for the period described herein. An appointment for this period does not guarantee an appointment for any subsequent period. Emory University reserves the right to terminate this Agreement and the medical residency appointment, when, in its sole discretion, it determines that you have not satisfied your obligations under the Agreement, you have not complied with the terms and conditions of the program (including following all rules and regulations) or you have not performed satisfactorily in the program.