

RESIDENCY TRAINING IN ORAL AND MAXILLOFACIAL SURGERY

Statement of Rights and Responsibilities

1. St. Joseph's University Medical Center residents are bound by the provisions of their residency contracts and by the directives St. Joseph's Health.
2. Residents are expected to maintain their advanced education as a principal priority. Activities outside the program, when allowed, never take precedence over requirements of the program.
3. Residents may practice dentistry outside the program provided they are in good standing in the program and the outside activity will have no impact on the performance of their duties. They must have the following:
 - a. a valid, current license in the State where the activity is to take place;
 - b. professional liability coverage in that State;
 - c. any other requirements of employment as a dentist at that location;
 - d. written permission from the program director who will review the proposed work schedule and will subsequently review attendance, availability and performance on an ongoing basis.
4. The current salary is approximately \$53,045 for PGY I and increases annually. An additional stipend is provided to chief residents. Funds are available annually for book purchases and an additional \$500 is available to chief residents who require support for approved scholarly activity. During the six months that residents are stationed at the VANJHCS, salary and benefits are still provided by the sponsoring institution.
5. The contract between each resident and the employing hospital provides for sick days and vacation. Other benefits currently offered include a meal allowance and additional funds to support approved educational activities. The contract, along with this document, the OMS resident manual and the OMS resident job description available in Human Resources or the Academic Affairs Office, establishes the basic conditions for employment.
6. Employment includes liability coverage for all approved activities as a resident in any of the affiliated sites where residents rotate as an official component of the program. Any other outside activity, if approved, requires the resident to purchase coverage privately.
7. Disputes will be adjudicated as indicated in the document "Disputes and Grievances." Communication with the accrediting body is described in detail in the same document.
8. Upon enrollment, each resident receives a packet of information including orientation materials from the hospital and its academic affiliates as well as the curriculum, goals and objectives of the oral and maxillofacial surgery residency program, the resident manual and associated documents.

9. The incoming resident is responsible for reading these materials as well as the program's statements of rights and responsibilities and policies on disputes and grievances. Each resident will acknowledge in writing having received and read the aforementioned materials.
10. Each resident is expected to participate in and be on time for all scheduled activities.
11. Residents are expected to treat patients with respect, appropriately and responsibly managing pain and providing OMS services in a manner that affords patients comfort and dignity.
12. Residents are expected to treat their colleagues with respect and must demonstrate by their actions that they are members of a team dedicated to patient welfare and the educational process.
14. Residents are expected to fulfill other assigned duties including, but not limited to:
 - ~participating in the monitoring and safeguarding of medications;
 - ~ensuring that they are easily reachable and readily available when on call; and
 - ~responding promptly and without question to ED calls, consultation requests and calls for assistance from GPRs as well as OMS interns and junior residents.
15. Residents must engage in scholarly activity and are expected to present at journal club and other conferences and are encouraged to produce a publication grade paper during the period of enrollment. Presentation at local and national meetings is encouraged and will be supported as much as possible. Annual participation in the institution's research day is expected and is considered the minimal demonstration of an ongoing involvement with scholarly activity.
16. Vacation time is governed by contractual agreements with VANJHCS and other affiliates. The use of vacation time when on rotation is subject to approval by the service chief at the involved hospital training site as well as the Program Director. Residents requesting time off when on service must clear the time with the chief resident and must communicate in writing with the program director (or his designee when he is not available) and copy that communication to the department manager who tracks vacation day usage.
17. Each resident is responsible for securing a NJ residency permit or a valid license prior to his/her first day of work. Unlicensed residents must renew their permits annually and ensure that a current permit is always on file at the program director's office. In addition, copies of other required certifications (ACLS, ATLS, PALS, BLS) must be turned over to the program director and maintained on file. Residents must take responsibility for maintenance of their certifications and must not allow any to lapse while enrolled in this residency.
18. Additional rights and responsibilities are listed and/or discussed in resident contracts, resident job descriptions, the resident manual and in other documents and memoranda generated by the SJUMC Department of Dentistry/Oral and Maxillofacial Surgery and/or by the other hospitals serving as training sites for the program.