

**University of Alabama Family Medicine Behavioral Medicine and University of
Alabama Public Psychiatry Fellowship
Handbook 2015-2016**

CONTENTS

- I. INTRODUCTION**
 - A.** History
 - B.** CCHS
 - C.** Overview of Fellowship Goals
 - D.** Lines of Authority
- II. POLICIES**
- III. CLINICAL PRACTICES**
 - A.** General Supervision
 - B.** Communication
 - C.** Outpatient Clinical Duties
- IV. EDUCATIONAL PRACTICES**
 - A.** Professionalism
 - B.** Curriculum
 - C.** Library and Learning Resources
 - D.** Assessment
 - E.** Working with Medical Students
- V. ADMINISTRATIVE PRACTICES**
 - A.** Fellow Agreement
 - B.** Other Handbooks
 - C.** Compliance Training
 - D.** Benefits
 - E.** Salary/Paychecks
 - F.** Malpractice Coverage
 - G.** Leave/Other
 - H.** Risk Management, Conversations with Attorneys, Safety Learning Reports
 - I.** Immunizations
 - J.** Licensure
 - K.** Controlled Substance
 - L.** Miscellaneous
- VI. SIGNATURES**

I. INTRODUCTION

This Handbook contains both general and specific information regarding the residency program, policies and procedures applicable to the Behavioral Medicine and Public Psychiatry programs, and/or policy overviews, which are current as of the listed effective date. The University and College of Community Health Sciences (CCHS) reserve the right to revise policies and other information deemed necessary to meet the business needs of the residency program, the University and CCHS, provided such changes do not conflict with ACGME Institutional Requirements, as last amended. Moreover, this Handbook should not be construed as, and does not constitute, an offer of employment by the University for any specific duration, nor is it intended to state any terms of employment not otherwise adopted and incorporated as part of any Residency Agreement.

Equal Opportunity

The University of Alabama, the College of Community Health Sciences and the Behavioral Medicine Fellowship Program annually reaffirms their commitment to equal opportunity, acknowledging publicly its obligation to operate in a constitutional and non-discriminatory fashion, both as an Equal Opportunity Employer and as an Equal Opportunity Educational Institution. Applicable laws that are followed include, but are not limited to, Titles VI and VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act, Executive Order 11246, Title IX of the Education Amendments of 1972, Sections 503 and 504 of the Rehabilitation Act of 1973, the Vietnam Era Veterans Adjustment Assistance Act, the Age Discrimination Act of 1975, the Americans with Disabilities Act of 1990, the ADA Amendments Act of 2008, and the Genetic Information Nondiscrimination Act of 2008 and does not discriminate on the basis of genetic information, race, color, religion, national origin, sex, sexual orientation, age, disability or veteran status in admission or access to, or treatment of employment in, its programs and services.

A. History of the Behavioral Medicine and Public Psychiatry Fellowships

Alabama has a critical manpower shortage in psychiatry, especially in rural areas of the state. The Behavioral Medicine fellowship provides an intensive year of training in psychiatry so the primary care physician can be more competent in managing a broad array of complex psychiatric cases. The Public Psychiatry fellowship provides one to two years of leadership experience in community psychiatry settings, with a focus on rural public health.

B. College of Community Health Sciences at The University of Alabama

1. Mission Statement

We are dedicated to improving and promoting the health of individuals and communities in Alabama and the region through leadership in medical education and primary care; the provision of high quality, accessible health care services; and scholarship.

We accomplish this mission by:

- Shaping globally capable, locally relevant, and culturally competent physicians through learner-centered, community-based medical education and mentoring.
- Addressing the physician workforce needs of Alabama and the region with a focus on comprehensive Family Medicine training.
- Engaging communities as partners, particularly in rural and underserved areas, in efforts that improve the health of Alabama's citizens.
- Providing high quality, patient-centered, efficient clinical services.
- Fostering scholarship in relevant and innovative community-oriented research to influence population health and support community providers.

Our core values are:

- Integrity
- Social accountability
- Learning
- Innovation
- Patient-centeredness
- Transparency
- Interprofessional collaboration

2. Strategic Plan

The College of Community Health Sciences completed its most recent strategic plan in 2013. The goal was to develop a five-year plan that builds on the College's deep roots in primary care and family medicine education while responding to the changing needs of the communities of Alabama.

There are four overarching Strategic Priorities:

- Build on the strong foundation of the University of Alabama Family Medicine Residency-Tuscaloosa Program
- Provide an innovative and community-oriented undergraduate medical education experience
- Transform the clinical enterprise to deliver exceptional patient-centered clinical care enabled by a culture of continuous learning at all levels
- Foster an interest in and passion for scholarly pursuit in line with the College's mission

For each Strategic Priority, the plan outlines a number of initiatives that will guide the College's day-to-day tactics to achieving the Priority. These Initiatives are presented in three phases. Phase One initiatives are well underway. Phase

Two initiatives were designed to start once the Phase One initiatives were operationally stable, as such, in 2015 we are well into Phase Two on many of the initiatives. Phase Three initiatives will be started as soon as Phase Two initiatives are operationally stable.

Strategic Priority A: Build on the strong foundation of the University of Alabama Family Medicine Residency-Tuscaloosa Program

Goal: Enhance the quality of the Family Medicine Residency-Tuscaloosa Program through expanded community-based practice and experience, with continued emphasis on rural communities, to prepare primary care physicians that will be equipped to meet the challenges of a new world of health care.

Initiatives

Phase One:

A1: Conduct a thorough needs assessment and environmental scan to determine the current state, educational priorities, and community-based opportunities for the residency; and then, transform the curricular structure of the residency to address the growth of the program and the evolution of family medicine training standards.

A2: Expand the family medicine faculty to meet the needs of a growing and high-quality residency by recruitment of additional full-time faculty, with specialty interest in obstetrics, procedures, emergency medicine, and population health, among others, as well as selecting and integrating community-based faculty.

Phase Two:

A3: Diversify clinical experiences by opening new continuity clinic sites to further serve rural, University, and other populations.

A4: Provide more comprehensive training, including in population health management skills, and faculty development for all preceptors.

Phase Three:

A5: Transform family medicine clinics to be exceptional learning labs, which are regarded as the cornerstone of training; develop and integrate practice management, team-oriented practice, and clinical quality throughout residency experience; incorporate technology, e.g. social media and telemedicine.

A6: Create a marketing plan to improve residency recruiting.

3. Capstone Health Services Foundation (CHSF) and University Medical Center (UMC)

The CHSF is a separate 501(c)-3 organization serving as the physician's practice plan. CHSF is an affiliated foundation of The University of Alabama and CHSF operates the UMC and UMC-Northport. UMC, located on the main campus of The University of Alabama is a large multi-specialty clinic serving the West Alabama region. Acting as a teaching facility for a variety of allied health fields, UMC primarily serves as a training site for medical students and our family medicine fellows. One of our two continuity clinics is located at UMC, while the second is a short five miles away at UMC-Northport (UMC-NP). UMC-NP is an ACGME approved continuity clinic as well. Both clinics operate under a common set of UMC policies and procedures and fall under the oversight of CHSF and CCHS leadership personnel.

4. Faculty: CCHS has approximately 60 faculty members in the following departments:

- Community and Rural Medicine
- Family, Internal and Rural Medicine
- OBGYN
- Pediatrics
- Psychiatry
- Surgery

Medical Educators from other institutions involved in the fellowship include these institutions: Tuscaloosa Veterans Administration Hospital, Maude Whatley Health Services, Horseshoe Farms, and Indian Rivers Mental Health Center.

C. Overview of Fellowship's Goals

The residency requires its fellows, before graduation, to obtain the six ACGME competencies at the level expected of a new practitioner. Toward this end, the residency will define the specific *knowledge*, *skills*, and *attitudes* required and provide educational experiences as needed in order for fellows to demonstrate:

Patient Care that is compassionate, appropriate, and effective for the treatment of health problems and the promotion of health, both physical and mental.

Medical Knowledge about established and evolving biomedical, clinical, and cognate (e.g. epidemiological and social-behavioral) sciences and the application of this knowledge to patient care, specifically in psychiatry and its relationship with primary care in underserved populations.

Practice-Based Learning and Improvement that involves investigation and evaluation of patient care, appraisal and assimilation of scientific evidence, and improvements in patient care. Fellows are expected to develop skills and habits to meet the following goals:

- Identify strengths, deficiencies, and limits in one's knowledge and expertise.
- Set learning and improvement goals.
- Identify and perform appropriate learning activities.
- Systematically analyze practice using quality improvement methods, and implement changes with the goal of practice improvement.
- Incorporate formative evaluation feedback into daily practice.
- Locate, appraise, and assimilate evidence from scientific studies related to patients' health problems.
- Use information technology to optimize learning.
- Participate in the education of patients, families, students, fellows, and other health professionals.

Interpersonal and Communication Skills that result in effective information exchange and teaming with patients, their families, and other health professionals. Fellows are expected to:

- Communicate effectively with patients, families, and the public, as appropriate, across a broad range of socioeconomic and cultural backgrounds.
- Communicate effectively with physicians, other health professionals, and health-related agencies.
- Work effectively as a member or leader of a health care team or other professional group.
- Act in a consultative role to other physicians and health professionals.
- Maintain comprehensive, timely, and legible medical records, if applicable.

Professionalism, as manifested through a commitment to carrying out professional responsibilities and an adherence to ethical principles, with expected demonstration of:

- Compassion, integrity, and respect for others.
- Responsiveness to patient needs that supersedes self-interest.
- Respect for patient privacy and autonomy.
- Accountability to patients, society, and the profession.
- Sensitivity and responsiveness to a diverse patient population, including, but not limited to, diversity in gender, age, culture, race, religion, disabilities, and sexual orientation.

System-Based Practice, as manifested by actions that demonstrate an awareness of and responsiveness to the larger context and system of health care and the ability to

effectively call on system resources to provide care that is of optimal value. Fellows are expected to:

- Work effectively in various health care delivery settings and systems relevant to their clinical specialty.
- Coordinate patient care within the healthcare system relevant to their clinical specialty.
- Incorporate considerations of cost awareness and risk-benefit analysis in patient and/or population-based care as appropriate.
- Advocate for quality patient care and optimal patient care systems.
- Work in interprofessional teams to enhance patient safety and improve patient care quality.

Participate in identifying system errors and implementing potential systems solutions.

D. Lines of Authority/Hierarchy

FELLOWSHIP LEADERSHIP: The University of Alabama Behavioral Medicine and Public Psychiatry Fellowship's director is Marisa Giggie, MD, MPAFF. The Family Medicine Behavioral Health program is also aligned with the Department of Family Medicine, whose Chair is Ricky Friend, MD. The Public Psychiatry program is also aligned with the Department of Psychiatry and Behavioral Medicine whose Chair is Thad Ulzen. The fellowship program is also assisted by the Assistant Dean for Medical Education (Harriet Myers, PhD) in many ways, to include intervention into certain Sponsoring Institution policies concerning appeals and due process.

SPONSORING INSTITUTION: The Fellowship's sponsoring institution is The University of Alabama's College of Community Health Sciences, whose Dean is Richard Streiffer, MD. Additionally, the Fellowship reports to the Associate Dean for Academic Affairs (Thad Ulzen, MD), and to the Designated Institutional Official (DIO), David Nichols, who also serves as the Chief Operating Officer for the College of Community Health Sciences. The Sponsoring Institution (SI) has an official Policy and Procedure manual consistent with ACMGE requirements. These Policies address all of the CCHS graduate medical education programs regardless of accreditation or certification status. Each training program adopts the same SI policies, however, the procedures to accomplish each policy may vary from program to program. It is the role of the SI's Graduate Medical Education Committee (GMEC) to review and approve each program's Handbook, which is the set of program-specific requirements and procedures.

ADMINISTRATION STRUCTURE: The Graduate Medical Education Committee, referred to as GMEC by the ACGME, is the graduate medical education programs oversight committee. It is chaired by the Designated Institutional Official with voting members including the Residency Director, fellow program director, peer-selected fellows and residents, a Patient Safety/Quality Improvement Officer and a representative from our Major Participating Site (DCH Regional Medical Center). This committee deals

with institutional and accreditation issues that affect all graduate medical education programs of the College. All aspects of the fellowship program to include policies, clinical, educational, administrative practices along with recruitment, and approval of funding sources fall under the purview of GMEC.

The Alabama State Board of Medical Examiners (ALBME) and the Medical Licensure Commission of Alabama are the state agencies that regulate the issuance of all licenses to practice medicine or osteopathy in the state of Alabama. More information about their rules and regulations can be found on the [ALBME website](#).

ACCREDITATION: While this Program is not accredited by the Accrediting Council for Graduate Medical Education (ACGME), the University/CCHS intends to follow Institutional and Common Program requirements for one-year Fellowship programs and will structure its review and accountabilities according to ACGME standards.

II. POLICIES

As previously stated, The Sponsoring Institution (SI) has an official Policy and Procedure manual consistent with ACMGE requirements. This program has adopted the SI policies, however, the procedures to accomplish these policies are tailored to fit the fellowship program. In addition, there are some specific residency policies, procedures and practices which are applicable to the residency program. It is the role of the SI's Graduate Medical Education Committee (GMEC) to review and approve each program's Handbook, which is the set of program-specific requirements and procedures.

The SI Policy Manual is maintained online and accessible via the CCHS Intranet Site. At any time you may request a copy of a policy from the Residency Office, however, it is the fellow's responsibility to ensure the paper copy is the same updated policy that is online. The online version is considered the official policy.

The SI Manual contains the following policies:

1. [Eligibility, Recruitment, and Appointment](#)
2. [Promotion, Appointment Renewal and Dismissal](#)
3. [Due Process](#)
4. [Grievances](#)
5. [Leave](#)
6. [Impairment](#)
7. [Harassment](#)
8. [Accommodation for Disabilities](#)
9. [Supervision](#)
10. [Duty Hours](#)

11. [Moonlighting](#)
12. [Vendors](#)
13. [Non-competition](#)
14. [Disasters](#)
15. [Closures and Reductions](#)
16. [Drug and Alcohol](#)
17. [Probation-Remediation-Suspension](#)
18. [Professional Appearance Policy](#)

Fellowship Policy Enhancement - Program requirements beyond the above Sponsoring Institution Policies that apply to fellows in the [Behavioral Health](#) and [Public Psychiatry](#) Fellowship programs can be found on their respective fellowship pages.

The Fellowship Handbook is further sub-divided into the following sections: Clinical and Educational Practices as well as Administrative issues you need to be familiar with.

III. CLINICAL PRACTICES

A. General Supervision (see also Supervision Guidelines from the [Policies and Procedures page](#))

The fellow must not independently perform procedures or treatments, or management plans that he/she is unauthorized to perform or lacks the skill and training to perform.

The fellow is responsible for communicating to the attending physician any significant issues regarding patient care.

B. Communications

1. Cell phone and Email:

Professional behavior and responsibility is expected of all fellows. The program director, clinic personnel, the answering service and your rotation team members need to be able to reach you at any time, unless you are on approved leave. Our primary means of contact will be through your cell phone and/or email.

- ##### 2. Faculty-Fellow Communications/Feedback:
- Feedback is provided during rotations along with an evaluation completed at the end of the quarter by the attending physician.

C. Outpatient Clinical Duties

1. Overview:

The fellow's patient panel in his/her continuity clinic is assigned for the duration of the fellowship. A fellow may add family members of his/her currently assigned patients to his/her panel at any time by notifying the fellowship office.

2. University Medical Center and UMC-Northport: as applicable

a. Release of Protected Health Information (PHI)

i. General Expectations and the Electronic Medical Record:

There is a 24-hour availability of University Medical Center records by computer. Fellows are expected to comply with all UMC policies and procedures regarding the Electronic Medical Records System.

ii. Faxing/Receiving Confidential Patient Medical Records:

Facsimile transmission of health information should occur only when the original record or mail-delivered copies will not meet the needs of immediate patient care. Health records should be transmitted via facsimile only when: (1) needed for patient care; or (2) required by a third party payer for ongoing certification of payment for a hospitalized patient. The information transmitted should be limited to that necessary to meet the requestor's needs. The Medical Records Department should make routine disclosure of information to insurance companies, attorneys, or other legitimate users through regular mail or fax. Except as required or permitted by law, a properly completed and signed authorization should be obtained prior to the release of patient information. An authorization transmitted via facsimile is acceptable. Consult the Medical Records Department to assist with all release of information requests. Any release of information should be charted in the patient's medical record on PHI.

Each fax machine should have someone monitoring incoming documents. This individual should remove incoming documents immediately, examine them to assure receipt of all pages in a legible format, and send them in accordance with their instructions. Faxed documents will be scanned into the EMR by the staff of the Medical Records department. All actions will be in accordance with HIPAA regulations:

- Faxes should be sent/received using fax machines in a secure, limited area.
- Fax requests from unfamiliar sources should always be verified.
- Highly sensitive health information will not be faxed.
- Psychotherapy notes will never be faxed.

A printed confirmation record is used to confirm that the fax was delivered to the correct number.

iii. **Incomplete Charts**

Within the fellowship program, incomplete is defined as any clinic visit note or procedure note not completed within 72 -hours of the encounter.

Timely completion of patient records is good patient care. Additionally, fellow chart documentation is necessary before the attending can complete their documentation. Attendings are required to complete chart documentation within 15 days of the encounter otherwise, they are subject to a financial penalty. See also the [Chart Completion and Authentication Policy](#).

b. **Charges**

i. **Patient Charges and Discounts:**

At UMC, professional physician charges are competitive with those of local physicians. Fellow should document the visit. The attending will submit the charges for billing. Fellows shall be responsible for coordinating any questions or concerns on charges to patients. Specific policies are outlined below.

ii. **Identification of all Services at University Medical Center:**

Each patient who receives medical care at UMC should be billed in the computer. Fellows are encouraged to document at the time of the visit. In the event a special circumstance warrants a modification of this policy, the Chief Operating Officer (COO), the Chief Financial Officer (CFO), and the Director of Billing and Compliance should be consulted.

iii. **Fee Adjustments:**

Fellows may offer professional courtesy adjustments only after consultation with the Director, Billing and Coding Compliance in the Business Office

iv. **[Uninsured/Underinsured Policy:](#)**

Indigent patients should be referred to the Social Worker at 348-7195.

c. **Other Clinical Procedures**

i. **Medical Transportation:**

Patients who require transfer to DCH for emergency care or admission will be presented to an attending, and will not be transported to or from DCH without authorization from the attending. Notify the nurse staff in the clinic to call for transport.

ii. **Transfer of Patients:**

All patients who request a change in their assigned physician should be referred to an attending in that suite, who will arrange the transfer. Changes should be made according to a random list of physicians in each suite. The old physician and new physician should be informed of the change and the circumstances surrounding it.

iii. **Dismissal of Patients:**

UMC has a [specific policy on the dismissal of a patient](#) and all such dismissals must follow this policy. A fellow physician may request that a physician-patient relationship be ended. Fellows must get approval from an attending to terminate a patient. The attending must review the patient's chart carefully, ensuring compliance with the dismissal policy and that there are no omissions in the standard of care and that no indiscreet remarks have been made in the chart. The attending will then ask the clinic director and department chair to end the relationship. If the patient is being seen by a physician in another department, the attending must get termination approval from the other physician. The clinical director will request a form letter to be signed by the fellow and attending. A copy of the signed letter will be placed in the patient's chart. Terminations do not affect the patient's immediate family members, except in the case of outstanding bills.

If administration initiates a request for patient termination due to an outstanding bill, an attending will be asked to review the patient's chart, as above. The clinical director will then request a form letter to be signed by the fellow and attending.

A patient has 30 days from the date on the termination letter to find a new physician. If urgent medical care or prescription refills are needed during this time frame, the fellow on referred call must see the patient, if the patient so desires.

iv. **Referrals:**

When a patient is referred to another physician in or out of UMC, the fellow must complete a Referral Request Form and fax it to the consultant. The "Plan" section of the chart note should reflect why the patient is being referred. It is customary to refer primarily to physicians who are involved in the teaching of fellows.

IV. EDUCATIONAL PRACTICES

A. Professionalism

Professionalism is one of the core competencies that the Accreditation Council of Graduate Medical Education (ACGME) has identified as being vital to the clinical practice of medicine and to fellow development. The Professionalism Policy must be signed and turned into the behavioral medicine office.

“Windfall” and Professionalism:

Occasionally you will be on a rotation where your preceptor takes a day off or releases you to go home early. Your preceptor being off does not free you from responsibility to your patients. You are expected to be reachable by pager during the workday, unless you notify the residency office that you will be taking leave.

B. Curriculum

1. Overview of the Curriculum

The curriculum for the **Behavioral Medicine Fellowship** consists of didactic modules, psychotherapy supervision, and research. Textbooks include:

Psychiatry & Primary Care, 20 Common Behavioral Problems in Behavioral Health, Essentials of Clinical Psychopharmacology 2nd Edition, Rating Scales in Mental Health, 2nd Edition, The Ten-Minute Guide to Psychiatric Diagnosis and Treatment, Integrated Care: Working at the Interface of Primary Care and Behavioral Health, Destroying Sanctuary, The Crisis in Human Service Delivery Systems, Lippincott’s Primary Care Psychiatry, The Fifteen Minute Hour: Applied Psychotherapy for Primary Care, Clinical Manual of Supportive Psychotherapy, and Cognitive-Behavior Therapy.

Didactic Modules

- Session 1: Principles
- Session 2: Suicide and Violence Risk Assessment
- Session 3: Basic Psychopharmacology, Metabolic Syndrome, and the Use of Antipsychotics
- Session 4: Psychotherapy in Primary Care: CBT & Brief Psychotherapy
- Session 5: Mood Disorders: Depression & Bipolar Disorder
- Session 6: Anxiety Disorders
- Session 7: Substance & Alcohol Use Disorders
- Session 8: Geriatric Psychiatry & End-of-Life Care and Palliative Medicine
- Session 9: Delirium
- Session 10: Dementia
- Session 11: Human Development Throughout the Life Cycle
- Session 12: Psychological Testing

- Session 13: Mental Retardation & Learning Disorders
- Session 14: Autistic Spectrum Disorders
- Session 15: ADHD & Disruptive Disorders in Pediatric Patients
- Session 16: Depression, Bipolar Disorder & Anxiety Disorders in Children & Adolescents
- Session 17: Eating & Growth Disorders in Pediatric Patients
- Session 18: Psychotic Disorders: An Approach to the Patient with Schizophrenia and Other Psychotic Disorders
- Session 19: Personality Disorders
- Session 20: Somatization Disorders & Chronic Pain
- Session 21: Psychological Factors Affecting Medical Illness

2. Conferences and Scholarly Activities:

a. *Academic Afternoon and other Academic Conferences:*

Once a quarter, a special-called meeting of all fellows and residents currently in graduate medical education training programs within the College will be held during Tuesday Academic Afternoon. This “Forum” is consistent with ACGME requirements to ensure the availability of an opportunity for fellows and residents within and across the Sponsoring Institution’s graduate medical education programs to communicate and exchange information with each other relevant to their programs and their learning and working environment. At the Forum:

- Any fellow/resident must have the opportunity to raise a concern at the Forum;
- Fellows/residents must have the option, at least in part, to conduct their Forum with the DIO, faculty members, or other administrators present; and
- Fellows/residents must have the option to present concerns that arise from discussions at the Forum to the DIO and GMEC.

Fellows and residents are represented by peer-selected representatives on GMEC. These representatives have the responsibility to communicate with the DIO to 1) invite to a Forum meeting or 2) present the collective concerns or issues raised at the Forum that need the attention of the DIO and/or GMEC.

b. *Scholarly Activities and Research*

All Behavioral Medicine fellows are required to participate in scholarly activities/research throughout the year.

C. Library and Learning Resources

The Health Sciences Library is located on the ground floor of the College of Community Health Sciences and is available to fellows 24 hours a day.

D. Assessment

1. Overview:

a. Evaluation of the Fellow:

The Clinical Competency Committee (CCC) meets bi-annually to review the progress of the fellows. After the CCC has met, advisors meet with their fellows to review the findings of the CCC.

Preceptors from each rotation evaluate fellows in New Innovations quarterly. These evaluations are used by the CCC and are released for the fellow to review at his/her request.

All fellows will have a recommendation from the CCC which may include suggested remediation and/or further disciplinary action. These recommendations will be provided to the program director for final decision.

Fellows evaluate the faculty and rotations quarterly.

- i. Formative and Final: Fellows will be evaluated securely and electronically by the faculty at the conclusion of each rotation. Access to these formative evaluations will be available securely and electronically online once the fellows have completed their own evaluations of the faculty and rotation.
- ii. During the academic year, faculty will meet with the fellows at least two times per year. Any weakness or deficiency should be discussed during this time.
 - a. Evaluation by the Fellow of Rotations: Fellows are required to complete an evaluation each quarter in New Innovations.
 - b. Evaluation by the Fellow of Teachers: Fellows are required to complete an evaluation on each of their attendings at the end of each quarter in New Innovations.

E. Working with Medical Students

The College of Community Health Sciences serves as an academic and clinical home for the Tuscaloosa Regional Campus of the University of Alabama School of Medicine. Third- and fourth-year medical students are assigned to the various specialty services at University Medical Center. While the ultimate responsibility for students' education remains with the faculty, fellows are expected to be involved in the teaching of medical students.

Fellows are to allow and expect medical students to perform histories and physicals, formulate ideas concerning impressions and diagnoses, and suggest treatments. Fellows are to see the patients either with or following the students to make sure findings and assessments are accurate and to provide opportunity for necessary instruction. Fellows and students also present patients to faculty in OB/GYN and Pediatrics. Fellows are expected to assist students with these presentations whenever time permits. Students will be allowed to perform procedures under direct supervision of fellows. Orders are to be countersigned immediately in all instances by the fellow responsible for the patient.

Fellows should familiarize themselves with the rotation goals and objectives for each medical student rotation for which they are assigned. Fellows will also attend a lecture/seminar on providing appropriate feedback and teaching skills directed towards medical students.

The fellows may require the student to do reasonable reading and research on a patient. The student should be familiar with all pertinent laboratory and clinical facts. Ideally, the student should present the patient to the attending for comments and guidance, with the help of the fellow on rounds. Both fellows and medical students are to present patients during morning report on the Internal Medicine rotation and/or Family Medicine rotation. Interns must perform and dictate a separate H&P from that of the medical student.

At University Medical Center, an upper level fellow or attending must review all patients seen by a medical student. All orders and prescriptions must be signed by a licensed fellow or attending. Under no circumstances is a patient to be allowed to leave University Medical Center until the student's findings and plans are confirmed and approved by an upper level fellow or Attending.

Evaluations of students' performance may be requested from fellows for each student under his/her instruction. These are to be filled out online and returned to the clerkship directors.

V. ADMINISTRATIVE PRACTICES

A. Fellow Agreement

The Fellow Agreement (contract) is issued to the fellow prior to commencement of beginning in the program.

B. Other Handbooks

In addition to the Fellowship Agreement and the Handbook, fellows are required to comply with:

- [UA HR Handbook](#)

- [UA Staff Handbook](#)

C. Compliance Training

1. **HIPAA, Infection Control, Confidentiality Agreement:** CCHS requires mandatory training in certain essential areas at the beginning of employment and annual renewal thereafter. Certification is documented via the fellow signing and submitting an acknowledgement form. These training courses and the acknowledgement form can be found on the CCHS Intranet site.
2. **Harassment:** The University of Alabama is committed to providing an environment for employees, students, and campus visitors that is free from illegal harassment based on race, color, religion, ethnicity, national origin, sex, sexual orientation, age, disability, or veteran status. Such illegal harassment violates federal civil rights laws and University nondiscrimination policy and may lead to personal liability of the results of such behavior. Fellows should become familiar with the University's Harassment Policy, which is also the same policy adopted by CCHS in its role as the Sponsoring Institution for the residency program (see the Harassment Policy). The Designated Harassment Person in the College of Community Health Sciences is Allison Arendale; complaints about harassment may be directed to her.

Pornographic material of any kind (videos, screen savers, posters, etc.) is prohibited in any portion of the College or other sites in which the fellow is assigned.

3. **Working with Minors:** Minors are a part of your patient panel as well as the possibility of shadow students; therefore training is required to protect yourself as well as the minor child. All University training courses regarding child protection training must be completed as required.
4. **Other courses** can be deemed mandatory and required to be completed by the fellow as determined by the College and/or University.

D. Benefits

The College of Community Health Sciences (CCHS) and the Capstone Health Services Foundation (CHSF) will provide the fellows with the following:

1. Alabama Controlled Substance fees
2. Alabama Medical Licensure Commission fees
3. Alabama State Board of Medical Examiner fees
4. Copays are waived for services provided at University Medical Center for you and your dependents who are on UA's Blue Cross/Blue Shield Health Insurance plan. Fellow is responsible for any applicable deductibles and non-covered services.
5. Educational Reimbursement (CME funds)-up to \$1000 for each of the three years

6. Federal Drug Enforcement Agency (DEA) license-one time only
7. Lab Coats (2)
8. Occurrence Malpractice Insurance
9. Portable disability insurance (with buy-up plans available at extra cost to the fellow)
10. Relocation Reimbursement- up to \$1500
11. University of Alabama Business Cards
12. University of Alabama Parking Pass
13. University of Alabama Staff ACT card

If a fellow receives a bill/statement from any of the above, he/she should promptly submit it to Stephanie Beers for payment.

The University of Alabama offers an array of benefits for the fellows, about which details may be found on the [UA Benefits website](#). UA has also provided a [Benefits Summary Guide](#), and page three shows a convenient one page summary of the benefits.

Fellows are responsible for completing their benefit enrollment process on line within the first 30 days of employment. Failure to do so will result ineligibility status until official open enrollment period.

Fellows are responsible for paying:

Moonlighting Malpractice Insurance (when approved by the fellowship director) – also involves membership in the Medical Association of the State of Alabama

E. Salary/Paychecks

The University of Alabama allows fellows to be given a graduated salary as specified in the Fellowship Agreement. Any questions concerning monthly paychecks should be directed to the CCHS Finance Department at 348-5327. Fellows are considered staff, with their own unique classification, of The University of Alabama with regard to participation in fringe benefit programs, athletic/social/cultural events, use of University facilities, participation in University governance, parking privileges, and University services.

Salaries are determined each year based on the budget of the Fellowship Program from the College of Community Health Sciences.

Such salaries are not intended as compensation for services rendered by the fellow. Although it is believed that it is an essential part of fellowship that the fellow will be assigned responsibility for care of patients under the supervision of faculty physicians and consistent with his/her skills and experience, receipt of the agreed upon salary shall in no way be conditioned upon, measured by, or related to any patient care service rendered by the fellow incidental to the training program. Furthermore, the fellow

understands that receiving direct patient care compensation is considered “moonlighting,” which is subject not only to the rules of the Fellowship Program and the ACGME, but also to various federal laws stipulated by the Centers for Medicare and Medicaid Services (CMS).

Paychecks: You are considered an exempt employee and are paid on the last day of each month. An email notification of your direct deposit will be sent a few days before the deposit is made. The first paycheck must be picked up at Rose Administration. The email notification will go to your MyBama email. You should forward your MyBama email to your CCHS email account for ease of reference.

F. Malpractice Coverage

For fellowship duties, The University provides an occurrence-based malpractice policy through the University of Alabama at Birmingham Professional Liability Trust Fund. This policy covers the fellow during his/her official duties. **Moonlighting is not covered by this liability policy.**

G. Leave/Other

If there is no properly prepared leave request with the approval signature of the Program Director or his/her designee, THERE IS NO LEAVE.

Summary:

1. Fellow must be present for a minimum of 15 days to pass a one-month rotation (which normally has 20-22 working days).
2. Leave requests must be submitted at least 60 days in advance. No leave requests will be considered if they are less than 30 days in advance unless extraordinary circumstances can be demonstrated. The Program Director must approve any exceptions. Vacation will not normally be approved at a time when it will reduce the call team to fewer than four. Cancellations of vacations must be made in writing.
3. No one may take annual leave during the first two weeks of July OR the last two weeks of June. No exceptions.
4. Administrative or Educational leave requires a copy of the brochure/related email before request can be considered. No more than five days of educational or administrative leave will be granted per academic year and does not roll over if unused.
5. It is the responsibility of the fellow to notify via email the rotation preceptor, Program Director, of his/her forthcoming absence.
6. Cancellations and changes to approved leave must be made in writing.
7. Once a fellow has exhausted leave (annual/sick), additional time off may be taken as leave without pay.

8. Sick leave may only be used for illness of fellow or other family member as outlined below. Sick leave may not be used as annual time. Once sick leave is exhausted a fellow may use annual leave as sick leave.
9. NOTE: At any given time between 8:00 am and 5:00 pm Monday through Friday, fellows should either be on rotation, in clinic, in academics, or have a properly prepared and approved leave request.

1. Vacation:

Each fellow is permitted two weeks (10 working days) of paid vacation per year, plus one week at Christmas/New Year.

2. Sick Leave:

Fellows accrue sick days at one per month for a total of 12 a year. On the morning of an absence, the fellow must notify via phone or email his/her preceptor and the Program Director as soon as possible.

Sick days may be requested in advance for physician appointments or scheduled medical procedures. Unexpected illness occasionally occurs. All days taken for sick must be claimed upon return to work. Any sick leave in excess of 72 hours must be accompanied a physician's statement and release to return to work.

Additional Guidelines for Use of Sick Leave:

Sick leave is not an earned right, but a privilege, and should be taken only for reasons provided in this policy. Fellows may be required to provide documentation for absences.

Eligible fellows may be granted sick leave when they:

- Are unable to perform their duties because of personal illness or injury.
- Must attend to the serious illness of relatives who reside in the immediate household.
- Must attend to the serious illness of their parents (including current step-parents or legal guardians).
- Must obtain health-related professional services that cannot be obtained after regular working hours.

When conditions within the work unit dictate the necessity, the supervisor may require a fellow to reschedule an appointment.

3. Family and Medical Leave Act:

In accordance with the Family and Medical Leave (FML) Act of 1993, eligible fellows may take FML as provided in the [University Policy Manual](#). The FML policy can be directly found [here](#).

FML provides up to 12 weeks of leave for the following reasons:

- Birth and care of the fellow's child or the placement of a child with the fellow for adoption or foster care.
- Serious health condition of the fellow OR the serious health condition of the fellow's spouse, dependent child, or parent.
- A military qualifying exigency OR military caregiver leave to care for the fellow's spouse, child, parent, or next of kin.

Fellows should be aware that protracted FML absences may affect time toward board eligibility. Interns should be aware that they will not qualify for FML and should seek guidance and assistance from the [Office of Disability Services](#).

4. Administrative Leave:

Fellows may be granted administrative leave for activities whereby they directly represent the College of Community Health Sciences and the University of Alabama Family Medicine Residency-Tuscaloosa Program (e.g., national and regional residency meetings, presentation of papers, residency fairs, etc.). Applications for administrative leave will be submitted and processed in the same manner as all leave requests. No administrative leave will be granted for more than five working days per academic year.

5. Holidays:

The eight holidays typically enjoyed by The University of Alabama are New Year's Day, Martin Luther King Jr. Day, Fourth of July, Labor Day, Thanksgiving Day, the Friday after Thanksgiving, Christmas Eve Day and Christmas Day. University Medical Center is closed on these days and hospital services operate on weekend schedules. UMC is open during the Christmas/New Year's holidays and fellows should not make vacation/holiday plans until the CCHS establishes its annual holiday schedule.

Martin Luther King Jr. Day, Fourth of July, and Labor Day observe the following rules (see call schedule for details):

- Primary service interns and fellows round, even if they are not on holiday call. If they are not on call, they go home after rounds and floor work.
- Call teams remain in-house (weekend-like staffing).

- Night Float Teams are off the night before the holiday, but come in at 5:00 on the night of the holiday. Thus, the day before the holiday, the call team does a 24-hour shift.

6. Educational Leave:

A total of five days are available. Leave must be requested 60 days prior to the requested dates. A request form should be submitted with written documentation (e.g., brochure) of the conference. Fellows may use CME funds for educational leave.

7. Professional Appearance

In addition to the Sponsoring Institution policy on professional appearance, fellows are required to wear a white coat with a visible name tag while at both UMC locations and DCH.

8. Workplace Relationships:

Those who are romantically involved cannot be in the same reporting structure, and one party cannot have undue influence over the other's career and/or advancement. The University of Alabama has a [Consensual Relationship Policy](#) that fellows are required to abide by.

9. Mental Health:

Medicine has its rewards and considerable stresses. Fellow physicians are confronted for the first time with the loneliness of having responsibility for the lives and health of their patients. The effort to develop an attitude of detached concern for patients may be complicated by cynicism. Crises may occur when fellows are nearing the end of their training and face major adjustments in choosing and establishing a practice.

Physicians have a higher frequency of drug abuse, affective disorders, and marital disharmony than other people of similar social standing. Suicide is more frequent among physicians, possibly because doctors are reluctant to acknowledge illness or difficulties. The faculty of the College of Community Health Sciences (CCHS) recognizes the potential for emotional difficulties among fellows and the need for assistance. Physicians in training who are suffering may bring this to the attention of the Program Director or their Advisor without fear or disapproval. Confidentiality is important. If there is interest in obtaining assistance outside the College, several good resources are available. A brief directory of community resources includes:

University of Alabama Employee Assistance Program (EAP) = 205-759-7890
Indian Rivers Community Mental Health Center = (205) 345 – 1600

Psychology Clinic/Parents Anonymous = (205) 348 – 5000

UMC Psychiatry Department = (205) 348 – 1265

Alcoholics Anonymous = (205) 759 – 2497

H. Risk Management, Conversations with Attorneys, Safety Learning Reports:

If a fellow receives communication from a lawyer, patient, or insurance company about possible litigation, the fellow should immediately **telephone** the UAB Director of Risk Management (Claire Owens, 205-934-5551). Ms. Owens will instruct you who else to notify, and she will advise you to restrict your communications regarding a possible litigious situation to oral communications. **DO NOT address the specifics of any potential malpractice case in writing, email, text or social media content**. Also inform the Residency Director of your conversation with Ms. Owens. As appropriate, the Residency Director may ask you to update the Chief of the service directly related to the potential case, but here again, do so via oral communication only. Ms. Owens will be responsible for obtaining any documents she needs to review, as this allows her to protect certain confidential information and assists her in the discovery process. You are not to gather any information for her unless specifically requested by her. No fellow should give any information personally or over the phone to an insurance carrier or lawyer other than our own without permission from Ms. Owens.

Early recognition and full reporting of potential claims will often lead to clarification and resolution of patient dissatisfaction and prevention of litigation. When this process reveals a legitimate error, early resolution of the issue often prevents long, drawn out, costly, and emotionally wearing litigation.

Sensitivity to dissatisfaction on the part of the patient, his or her family, or “significant others” is an essential skill for successful practice. Clear communication with patients and families, coupled with that sensitivity, is the best protection against professional liability claims.

Safety Learning (incident) Reporting is an opportunity to document instances where patients or families even hint that they are dissatisfied or that they are considering seeking legal advice, as well as to document “near misses” for process improvement opportunities. Suspicion of such reports will not be construed as evidence of poor performance on the part of the fellow, but rather that the fellow is sensitive and aware of patient and family attitudes that are not favorable to the doctor-patient relationship.

I. Immunizations

Immunization records are obtained at the beginning of the fellowship. Listed below are the required immunizations. If immunizations are not up to date, the fellow is responsible for obtaining the required immunizations.

- TB Testing – Fellows will receive free yearly PPD tests.
- Varicella Testing – All fellows who have not had chickenpox will receive two doses of varicella vaccine (VARIVAX).
- MMR – All fellows are required to have two doses of measles/mumps/rubella (MMR) vaccine since their first birthday. Fellows who are unsure of their immunization will receive MMR.
- Hepatitis B-All fellows will be immunized due to the being in a high-risk group.

N95 Mask Fitting – All fellows will be required to be fitted for an N95 mask annually.

Flu Shot – Fellows will receive free yearly flu shots. Those who choose not to have a flu shot will be required to wear a mask in the clinic areas throughout flu season in keeping with University Medical Center policy.

J. Licensure

Fellows are required to have an Alabama Medical License before working in the clinic/hospital.

K. Controlled Substance

Each fellow is required to have an Alabama Controlled Substance Certificate. The University pays this fee. The fellow is also required to have a Federal DEA Certificate in order to prescribe controlled drugs.

L. Miscellaneous

1. Mailing Address:

Business Address

850 5th Avenue East
Tuscaloosa, AL 35401

Or

Box 870374
Tuscaloosa, AL 35487

VI. SIGNATURES

I hereby certify that I have received, read and reviewed the University of Alabama Behavioral Medicine and Public Psychiatry Handbook. I understand that I will be accountable for adhering to the policies and procedures both referenced and included herein and conducting my duties in the workplace in accordance with the information contained in this and other referenced policy manuals and/or handbooks.

Printed Name/Signature

Date