

UTHSCSA Graduate Medical Education Policies

Section 2	General Policies and Procedures	Effective:	December 2008
Policy 2.1.20.1	Policy on Interactions Between Residents and Physician Recruiters	Revised:	
		Responsibility:	Associate Dean for Graduate Medical Education

**Policy on Interactions Between Residents and Physician Recruiters**

**Purpose** The Graduate Medical Education Committee acknowledges that trainees at all levels (students, interns, residents, fellows, post-doctoral trainees) represent a valuable consumer resource for physician recruiters, recruiting hospital systems and representatives of financial and technology industries. In addition, it is acknowledged that trainees may derive important benefits from these entities, especially as they begin their post-residency job searches. This policy delineates how these representatives may interact with interested trainees while limiting or prohibiting any interactions during resident work hours.

**Policy** This policy deals only with the provision of non-CME information provided by recruiters and other vendors through written materials (flyers, regular mail, and e-mail), voice messages or presentations. Continuing Professional Educational offerings or the presentation of gifts is covered under the *Guidelines for Interactions between Clinicians and Industry* and will not be covered under these guidelines.

Physician recruiters and other vendors are prohibited from interacting with trainees during resident working hours. In addition, all physician recruiters and other vendors must abide by the policies already in place in the hospitals in which those residents work. Currently both the CHRISTUS Health System and University Health System prohibit any solicitation or distribution of materials at any time for any purpose.

Written and Verbal Materials

Residency programs through the program director or coordinator may provide an avenue for the distribution of written materials or similar information to residents as determined by each program. Many programs maintain bulletin boards, binders or on-line folders to collect this information as a service to their residents or they may provide this information to specific residents as appropriate. It should be the sole responsibility of the program director,

coordinator or designee to be the relay point for this information, limiting or preventing entirely direct verbal or written information to the trainees from recruiters or vendors. Inquiries made to the GME office should be directed to the individual programs or the Housestaff Council leadership as appropriate.

Presentations

If a physician recruiter, recruiting hospital system, financial entity (bank, investment or consulting group, practice management group etc) or technology entity (computer hardware, software, phone etc) wishes to talk with the residents, they should be directed to either the program director of interest or put into contact with the leadership of the Housestaff Council. The representatives should be aware that interaction with trainees is a privilege and at the sole discretion of the program or Housestaff Council leadership. Presentations may only occur during times when the trainees are not actively involved with patient care, and may include lunchtime, after hour presentations or during special events (resident retreats or “career days”). Representative-supplied food or other gifts are prohibited at any time under the aforementioned *Guidelines for Interactions between Clinicians and Industry*.