

**MEDICAL UNIVERSITY OF SOUTH CAROLINA**  
**2026-2027 RESIDENT/FELLOW AGREEMENT**  
Jane Smith Doe, MD

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This RESIDENT/FELLOW APPOINTMENT AGREEMENT ("AGREEMENT") is made as of 3/24/2026, and entered into by and between the MEDICAL UNIVERSITY OF SOUTH CAROLINA by and through its GRADUATE MEDICAL EDUCATION PROGRAM ("MUSC GME ") and the Medical University Hospital Authority (herein known collectively as MUSC GME ) and Jane Smith Doe, MD for the period 7/1/2026 to 6/30/2027. (IR IV.C.2.b)

**WITNESSETH**

**ARTICLE I**

By virtue of this AGREEMENT, the above indicated individual is appointed as a Resident/Fellow of MUSC GME. The Resident/Fellow agrees to abide by the policies, procedures, rules, and regulations of the Medical University of South Carolina, the Medical University Hospital Authority, and MUSC GME, as these policies, procedures, rules and regulations currently exist and may, from time to time, be amended. The Resident/Fellow has been informed that the MUSC GME policies for 2026-2027 are located at (<https://medicine.musc.edu/programs/gme/residents-fellows/agreements>). The Resident/Fellow agrees to be responsible for knowing all information contained in the MUSC GME Handbook.

The Resident/Fellow understands that all eligible Resident/Fellows are ONLY permitted to engage in moonlighting, as defined by the MUSC GME policies, after receiving proper authorization through the MUSC Moonlighting Approval process. (IR IV.C.2.L)

The Resident/Fellow acknowledges that information concerning professional liability insurance, health insurance, disability insurance, leave, eligibility for specialty board examinations, grievance, and policies regarding duty hours and moonlighting for 2026-2027 can be found on the GME website at the following link: (<https://medicine.musc.edu/programs/gme/residents-fellows/agreements>). An overview of Resident/Fellow's employment benefits, MUSC University Benefits, and contact information for that office can be located at (<https://www.musc.edu/human-resources/university-hr/benefits>) . (IR IV.C.2.f-k)

**ARTICLE II**

The Resident/Fellow's title is as follows:

Jane Smith Doe, MD  
Internal Medicine - Cardiology  
PGY 3

Effective July 1, 2026, the following pay levels were established: (IR IV.C.2.C)

<u>LEVEL</u>	<u>ANNUAL SALARY</u>	<u>LEVEL</u>	<u>ANNUAL SALARY</u>
PGY-1	\$65,614.00	PGY-5	\$74,932.00
PGY-2	\$67,118.00	PGY-6	\$78,044.00
PGY-3	\$69,172.00	PGY-7	\$81,246.00
PGY-4	\$71,757.00	PGY-8	\$85,854.00

Resident/Fellows are eligible for an additional incentive of up to 4% of the annual salary in accordance with the South Carolina State Human Resource Regulations, based on achieving identified metrics.

**ARTICLE III**

**RESIDENT OBLIGATIONS AND RESPONSIBILITIES:: (IR IV.C.2.a)**

1. The Resident/Fellow must meet the qualifications for Resident/Fellow eligibility as determined by the Council on Dental Accreditation (hereinafter CODA) and the South Carolina Board of Dental Examiners. The Resident/Fellow must submit to a criminal background check(s) and a drug screen test(s) in accordance with MUSC, Medical University Hospital Authority, Veteran Affairs Medical Center and/or any external clinical site(s) requirements. Results of the criminal background check or a positive result in the drug screen test may result in rescinding the offer of a residency/fellowship training position and this appointment. Commencement of the Resident/Fellow's training is contingent on securing and maintaining an appropriate license in the State of South Carolina, or other allowable state license and, if applicable, controlled substance registrations as required by State and Federal agencies. Commencement of the Resident/Fellow's training is further contingent upon proof of U.S. citizenship or legal immigrant status, and proper work authorization or J-1 or H-1B visas. If applicable, failure to maintain proper credentials or work

visas may result in suspension or termination from MUSC GME and possible penalties and/or fines.

2. The Resident/Fellow agrees to perform the duties and responsibilities required within the regular hours of work and the on-call hours as determined by the Program Director in conformity with the conditions established by the ACGME.

The Resident/Fellow further agrees to comply with the ACGME duty hour limitations and policies or procedures implemented by the MUSC Graduate Medical Education Committee ("MUSC GMEC") to comply with these limitations. In that regard, the Resident/Fellow agrees to accurately track and report duty hours as defined by the ACGME and the MUSC GMEC. The Resident/Fellow shall notify the Residency Program Director if they are in danger of exceeding the ACGME duty hours limitations. (IR IV.C.2.1)

3. The Resident/Fellow agrees to perform Resident/Fellow duties and responsibilities at a satisfactory level of competence as determined by the Program Director in consultation with the Residency Program's faculty through a continuous and confidential evaluation of the Resident/Fellow's performance.

4. The Resident/Fellow agrees to comply with all applicable policies, procedures, rules, and regulations of the MUSC and the Medical University Hospital Authority and all other training facilities where they train as part of their residency program, including any rules and regulations described in the MUSC GME policies.

5. The Resident/Fellow agrees to complete medical records in accordance with the Medical University Hospital Authority policies unless there is a valid excuse as determined by the Program Director. The Resident/Fellow agrees to complete all medical records in a manner **WHICH COMPLIES WITH ALL FEDERAL, STATE AND HOSPITAL POLICIES, RULES, AND REGULATIONS**. The Resident/Fellow's performance in medical record completion will be considered in the overall performance review when appointments are considered for renewal. Recurrent, ongoing, and continuing failure to meet this obligation may result in disciplinary action including up to termination from the MUSC GME and also expose the Resident/Fellow to fines, penalties and criminal liability.

6. The Resident/Fellow agrees to meet the requirements of MUSC Employee Health Services relating to pre-placement clearance prior to starting the residency program, which includes a negative result on a drug screen or test, and periodic evaluation of the Resident/Fellow's ability to perform the duties and responsibilities required hereunder.

7. The Resident/Fellow agrees to provide patient care commensurate with their level of knowledge and skill under a combination of direct supervision and progressive independence based upon demonstrated competence and abilities. The Resident/Fellow agrees to provide safe, effective, and compassionate care based upon the best evidence available. The Resident/Fellow will develop an understanding of ethical, socioeconomic/cultural and medical-legal issues that affect patient care and will learn to apply appropriate cost-containment measures in the provision of care. The Resident/Fellow agrees to participate in all educational activities of the residency program and those required by MUSC GME. The Resident/Fellow agrees to participate in any institutional committees or councils to which the Resident/Fellow is appointed, assigned, or selected. The Resident/Fellow accepts the responsibility for teaching and supervising medical students and other Resident/Fellows and, when called upon, to evaluate the performance of these individuals. The Resident/Fellow's performance as a clinical teacher will be considered as part of the program's evaluation prior to renewal of the contract.

8. The Resident/Fellow agrees to abide by the MUSC Code of Conduct (<https://www.musc.edu/about/compliance/conduct>) and MUSC Standards of Professional Behavior (<https://muscpolicytech.com/docview/?docid=23026&app=pt&source=unspecified>) to act in a professional manner at all times, be on time, and present a professional appearance while engaged in any and all residency program activities. Recurrent, ongoing, and continuing failure to be on time, behave professionally and/or dress professionally may result in disciplinary action including up to termination from MUSC GME.

## ARTICLE IV

### MUSC GME PROGRAM RESPONSIBILITIES:

MUSC GME agrees to provide, through its affiliated facilities, an education and training program that is accredited by CODA and its various residency review committees. The education and training will take place in facilities that are approved by the Joint Commission or other recognized healthcare accrediting agencies.

## ARTICLE V

### COMPENSATION AND BENEFITS: (IR IV.C.2.c-d; IV.C.2.f-j)

1. MUSC GME agrees to provide compensation and benefits to the Resident/Fellow as the sole consideration for the services provided by the Resident/Fellow hereunder. For more specific details about each benefit, refer to the GME Handbook as well as the University Benefits Overview (<https://www.musc.edu/human-resources/university-hr>).

2. MUSC GME agrees to provide professional liability insurance, including a summary of pertinent information regarding coverage as outlined in the MUSC GME policies

(<https://medicine.musc.edu/programs/gme/residents-fellows/agreements>) .

3. MUSC GME agrees to provide conditions for reappointment and promotion to a subsequent PGY level, outlined in the MUSC GME policies.

## **ARTICLE VI**

### **TERMINATION:** (IR IV.C.2.e)

Enrollment in the residency program during the period of this AGREEMENT is expressly conditioned upon satisfactory performance by the Resident/Fellow during the entire term of the AGREEMENT.

In the event that the Resident/Fellow has not performed satisfactorily or has violated the terms of this AGREEMENT, the Resident/Fellow may be dismissed by the ACGME DIO in accordance with the MUSC GME policies. The Resident/Fellow may request a grievance hearing in accordance with MUSC GME policy.

If the Resident/Fellow is terminated prior to this AGREEMENT's expiration date, the ACGME DIO will notify the South Carolina Board of Dental Examiners (or registered state Dental Board) and when appropriate, the Educational Commission for Foreign Medical Graduates (ECFMG). In the event this AGREEMENT is terminated by the resignation of a Resident/Fellow holding a Limited License, the ACGME DIO will notify the South Carolina Board of Dental Examiners (or registered state Dental Board), and when appropriate, the ECFMG.

The Resident/Fellow further acknowledges by signing this AGREEMENT that evaluations of their work and progress in the residency program are an integral part of the residency experience. As such, information from these evaluations may be furnished to licensing boards, certification boards, credentials/privileging committees, prospective employers and/or other program directors. In instances where this information is shared, the Resident/Fellow will indemnify and hold harmless MUSC, MUSC GME, and their directors and staff for any damages arising there from. Any information regarding a Resident/Fellow's performance as required by law will be released/disclosed as required.

### **ARTICLE VII MISCELLANEOUS:**

1. This AGREEMENT constitutes the entire agreement of the parties. All prior agreements between the parties, whether written or oral, shall be of no force or effect. The paragraph headings used herein are for convenience only and shall not be used in the construction or interpretation of this AGREEMENT.

2. The Resident/Fellow may not assign any of their rights, powers, duties or obligations hereunder without express prior written approval of the MUSC GME PROGRAM.

### **ARTICLE VIII RENEWAL:** (IR IV.C.2.e)

The Resident/Fellow understands and agrees that the terms of the AGREEMENT are up to one (1) year or to completion of training, whichever comes first, as set forth in Paragraph 1, and no further appointment is assured or to be implied from any of the terms and conditions of this AGREEMENT or any other written or oral communications between parties. MUSC GME may elect not to renew this AGREEMENT for any reason to include, but not limited to, unsatisfactory progress/performance or any of a multitude of factors (e.g., changes in Medicare funding or other regulations, changes in ACGME requirements, etc.). The Resident/Fellow may request a grievance hearing regarding a decision of nonrenewal in accordance with the procedure described in the MUSC GME policies (<https://medicine.musc.edu/programs/gme/residents-fellows/agreements>).

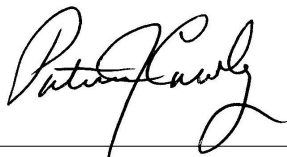
If the Resident/Fellow is on a GME Performance Improvement Plan (PIP) when a renewal agreement is tendered and/or executed, or the Resident/Fellow is placed on a GME PIP after a renewal agreement has been tendered and/or executed, GME reserves the right to rescind/cancel the renewal agreement. Renewal of a Resident/Fellow's agreement will not be actualized until it has been determined that the Resident/Fellow has successfully completed the PIP.

The undersigned Resident/Fellow acknowledges that evaluations are an important part of residency training and hereby grants the institution permission to provide such evaluations and related information to those it deems to have a legitimate right or need to know.

**In Witness Whereof, the parties have executed this AGREEMENT. This AGREEMENT may be signed and transmitted electronically and shall bind the parties whose name is contained therein.**

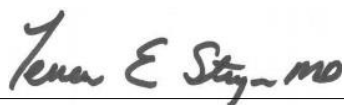
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3/24/2026  
Jane Smith Doe MD



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3/24/2026  
Patrick J. Cawley, M.D., M.B.A.  
Chief Executive Officer, MUSC  
Executive Vice President for Health Affairs, MUSC



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3/24/2026  
Terrence Steyer, M.D.  
Dean, College of Medicine  
Medical University of South Carolina



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3/24/2026  
Cynthia Talley, M.D.  
ACGME Designated Institutional Official for GME  
Medical University of South Carolina

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