UB Graduate Medical Education
Leave of Absence

July 2008

Programs must have a written policy concerning the effect of leaves of absence on the completion of the residency program and information relating to eligibility certification by the relevant certifying board.

Program Directors may, at their discretion, approve a resident's request for leave of absence. All leave of absence requests must be communicated in advance and in writing to the Program Director with a copy to the Office of GME.

Program Directors must consider the applicable Accreditation Board and RRC requirements in determining whether such leave may be granted. These requirements may necessitate an extension of the training period in order for the resident to qualify for certification. Program Directors must notify the resident in writing, with a copy to the Office of GME, outlining the educational ramifications of the leave (i.e. delay in graduation, repeat of a module, delay in Board eligibility, etc…) If necessary, a revised employment contract reflecting an extension of the training must be executed upon the residents' return to employment.

Status of resident salary and benefits will be determined in accordance with the relevant employment policies.

UB GME will comply with the requirement of all terms of the Uniformed Services Employment and Re-employment Rights Act of 1994 (USERRA). This is a federal law which gives members and former members of the U.S. armed forces (active and reserves) the right to return to their civilian job they held before military service.