1. PURPOSE

The purpose of this policy is to define procedures governing military leave during residency training.

2. POLICY

Active Military Duty
A resident inducted to active military duty through Selective Service, voluntary enlistment, or called through membership in the National Guard or military reserves will be granted leave without pay. A resident who is on leave of absence for military duty, and eligible dependents, may continue participating in the Indiana University School of Medicine-sponsored medical and dental plans for up to 24 months following the beginning of the employee’s leave of absence for military duty. To continue coverage, the resident must pay the total monthly premium for the continuation coverage period.

3. SCOPE

This policy applies to all Indiana University School of Medicine (IUSM) GME resident physicians.

4. DEFINITIONS

4.1 ACGME is the Accreditation Council for Graduate Medical Education.

4.2 A Resident is an IUSM resident or fellow, or a non-IUSM resident or fellow electively rotating through IUSM and provides clinical care as part of a GME program.

5. PROCEDURE

5.1 Short Tours of Military Duty
A resident will receive fifteen days of paid leave for military training in the National Guard or military reserves in any one military year (October 1 to September 30). Available vacation time may be taken to receive pay for military training that exceeds fifteen days. All fringe benefits will continue to be provided for up to six weeks of military leave. Written military orders must be submitted to the program director as soon as possible to allow for revision of the rotation and on-call schedules.
5.2 Extended Active Military Duty
A military leave of absence may extend to four years. An additional year of leave may be taken at the request of or for the convenience of the federal government, even if the additional year is voluntary. Upon return from military leave of absence the resident will be reinstated in his/her former position, provided the resident meets all conditions for eligibility. Additionally, while the aim of return after leave might be to resume duty at the same level, the continuum of competence and expectations in some instances may require that the resident demonstrate current competence or remediate the deficits as needed. Military leaves may result in extension of training periods based on the requirements of individual ABMS specialty boards.

6. IMPLEMENTATION
The Designated Institutional Official (DIO) for Graduate Medical Education is responsible for implementation of this policy.

7. OVERSIGHT
Policy authority for this document resides with the Graduate Medical Education Committee. The DIO and the Graduate Medical Education Committee are responsible for oversight. This policy will be reviewed every three years or more often if deemed necessary.

8. REFERENCES

Supersedes: 09/17/2008
Approved by GMEC: 04/17/2013

Peter Nalin, MD, Associate Dean, GME
Electronic Signature on File
Issued by: ____________________________
(Signature and Title)