



**UNC**  
HEALTH®  
Blue Ridge

**Your Adventure Begins**  
Graduate Medical Education

# ONE YEAR at UNC HEALTH BLUE RIDGE



HOSPITAL  
INPATIENT  
& OUTPATIENT  
ENCOUNTERS:

**233,192**

BLUE RIDGE  
MEDICAL GROUP  
CLINICAL VISITS:

**286,788**

SURGERIES:

**4,944** | **1,059**  
OUTPATIENT | INPATIENT

TOTAL: **6,003**

BABIES  
DELIVERED:

**1,075**

NEW PRIMARY  
CARE PATIENTS:

**3,951**

EMERGENCY  
DEPARTMENT  
VISITS:

**47,431**

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# Burke County's Top 5

## 1. Natural Beauty

Waterfalls, trails for hiking, camping, cycling and horseback riding, Blue Ridge Parkway, South Mountain State Park, Lake James State Park, Linville Gorge (the "Grand Canyon of the East"), Pisgah National Forest, Catawba River, Linville River, and Wilson Creek.

## 2. Entertainment

Free summer weekend concerts on the courthouse square; state-of-the-art cinema complex in Morganton; City of Morganton Municipal Auditorium and the Old Rock School in Valdese; coffee shops and intimate concerts, annual festivals and special events year-round.

## 3. The Arts

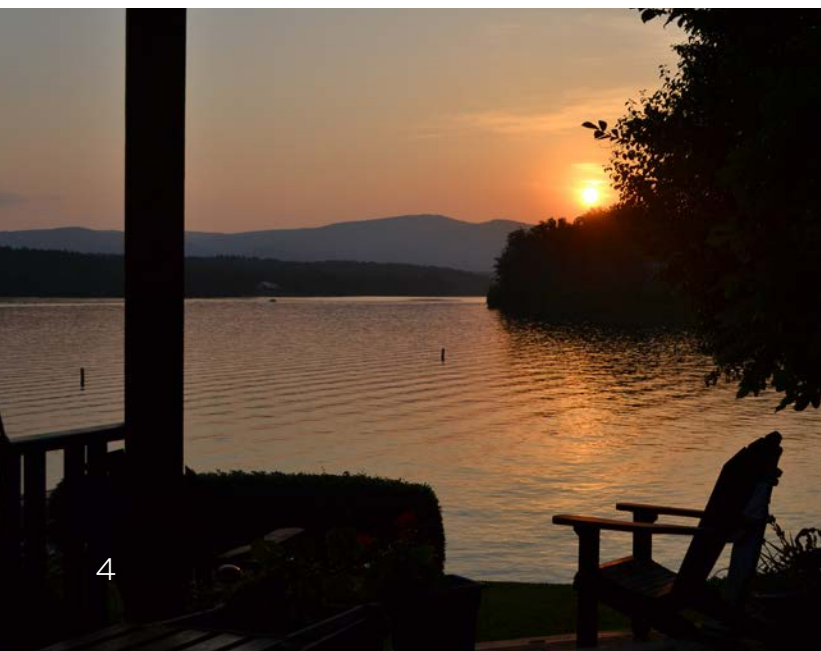
Lively and growing arts community (painters, sculptors, ironwork, glassworks and more) with shows at the Burke Arts Gallery, Old Rock School and private artists' galleries.

## 4. Dining

Fresh foods from area farms to national restaurant and fast food chains; boutique wineries, micro-breweries, and distilleries gaining regional and national reputations.

## 5. Excellent Medical Care

UNC Health Blue Ridge!



# Your Adventure Awaits

## Come to the Beautiful Mountains of Western North Carolina

UNC Health Blue Ridge is located in the foothills of the beautiful Blue Ridge Mountains of North Carolina.

This area offers a wonderful quality of life for you and your family. Golf, tennis, hunting, fishing, skiing, hiking, the Blue Ridge Parkway, excellent schools and stable housing values are a few of the amenities our community has to offer. You'll find all the professional challenges of a "big city" medical center with the atmosphere of a small, neighborly community. Our unofficial motto is "friends and neighbors taking care of friends and neighbors."





UNC Health Blue Ridge-Morganton

## OUR MISSION

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To enhance life by excelling in care.

## OUR VISION

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To be the best community healthcare system in America.

## OUR VALUES

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UNC Health Blue Ridge believes a solid foundation relies on having strong core values.

The values guiding us are:

**CARING:** We treat you with dignity, respect, courtesy and gentleness; responding to the needs of patients and each other.

**COMMITMENT:** We are dedicated to promoting a clean and safe environment; speaking up for the safety of our patients and each other.

**INTEGRITY:** We are honest and ethical; respecting the rights of patients, families and each other.

**TEAMWORK:** We are professionals working together; recognizing accomplishments of our patients and each other.

UNC Health Blue Ridge-Valdese



# Graduate Medical Education at UNC Health Blue Ridge

GME Mission: To enhance life by training diverse, competent, compassionate and resilient physicians to improve and impact rural medicine.



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SVP Medical Affairs | Chief Medical Officer  
Designated Institutional Official  
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## STAFF

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Welcome to Morganton, North Carolina – “Nature’s Playground.” We cherish the opportunity to participate in your next phase of medical training as one of our residents or fellows. At UNC Health Blue Ridge, our unofficial motto is “We are friends and neighbors taking care of friends and neighbors.”

As a mid-sized community hospital, we function in a management agreement with UNC Health which provides back up to our strong community medical staff, medical facility, and progressive organization. We recognize that our residents are key to achieving success and are our front line of care.

Our faculty love to teach and work with residents. They bring a diverse and vast clinical knowledge to our program and learners with a focus on the whole patient and how we care for patients in today’s complex environment of care.

We actively recruit our trainees to stay with us or return after fellowship to our health system. This is an exciting time to be entering residency training at UNC Health Blue Ridge. Welcome.

Sincerely,

A handwritten signature in black ink that reads "Anthony Frank Jr." with a stylized flourish at the end.

Anthony Frank Jr., MD, MBA, FACEP, CPE

# Internal Medicine Faculty



Rahul  
Sampath, M.D.

## **Rahul Sampath, MD, FACP**

Program Director

Email: rahul.sampath@unchealth.unc.edu

Medical School: Kasturba Medical College, Mangalore,  
Karnataka, India

Residency: Baylor College of Medicine, Houston, TX

Fellowship: Mayo Clinic, Rochester, MN

Board Certification: American Board of Internal Medicine;  
Infectious Disease



David  
Burnette, D.O.

## **David Burnette, DO**

Associate Program Director

Email: kyle.burnette@unchealth.unc.edu

Medical School: Lincoln Memorial University –  
DeBusk College of Osteopathic Medicine

Residency: UNC Health Blue Ridge

Board Certification: American Board of Internal Medicine



Carolyn  
Gordon, M.D.

## **Carolyn Gordon, MD**

Associate Program Director

Email: carolyn.gordon@unchealth.unc.edu

Medical School: Emory University School of Medicine

Residency: Carolinas Medical Center, Charlotte

Board Certification: American Board of Internal Medicine



Ellen  
Collett, M.D.

## **Ellen Collett, MD, MPH**

Core Faculty

Email: ellen.collett@unchealth.unc.edu

Medical School/Graduate School: University of North Carolina  
School of Medicine

Residency: Wake Forest University Baptist Medical Center

Board Certification: American Board of Internal Medicine

# Internal Medicine Faculty



Benjamin  
Field, D.O.

## **Benjamin Field, DO**

Core Faculty

Email: [benjamin.field@unchealth.unc.edu](mailto:benjamin.field@unchealth.unc.edu)

Medical School: University of New England College of  
Osteopathic Medicine

Residency: UNC Health Blue Ridge

Board Certification: American Board of Internal Medicine



Steven Isserman, MD,  
FACC

## **Steven Isserman, MD, FACC**

Core Faculty

Email: [steven.isserman@unchealth.unc.edu](mailto:steven.isserman@unchealth.unc.edu)

Medical School: University of Miami

Residency: Harvard University, Mount Auburn Campus, Cambridge, MA

Fellowship: Tufts University New England, Medical Center, Boston

Board Certification: American Board of Internal Medicine-  
Cardiovascular Disease



Anthony M. Philips,  
DO

## **Anthony M. Philips, DO**

Core Faculty

Email: [anthony.philips@unchealth.unc.edu](mailto:anthony.philips@unchealth.unc.edu)

Medical School: Lake Erie College of Osteopathic Medicine, Erie, Pa

Residency: Southeastern Medical Center

Board Certification: American Board of Internal Medicine



Simon S. Waghchoure,  
MD, FACP

## **Simon S. Waghchoure, MD, FACP**

Core Faculty

Email: [simon.waghchoure@unchealth.unc.edu](mailto:simon.waghchoure@unchealth.unc.edu)

Medical School: Rawalpindi Medical College and  
Albert Einstein College of Medicine

Residency: Bronx-Lebanon Hospital Center

Fellowship: University of South Carolina School of Medicine

Board Certification: American Board of Internal Medicine-  
Critical Care and Pulmonary Disease

# Internal Medicine Overview

The Internal Medicine Residency Program matriculated its first class in 2011. Originally an AOA accredited program, it received ACGME accreditation in 2015. A unique feature of this program is its emphasis on cost conscious medical care and the difficulties faced by physicians practicing in rural America. The program provides residents with a diverse learning environment by utilizing primary, secondary and tertiary training sites in western North Carolina, all rich with pathology.

## ADMISSION AND ELIGIBILITY

Our Internal Medicine Residency Program is open to graduates of an accredited medical school that are eligible to apply for a North Carolina resident training license. Applicants are selected for interviews based on evidence of their commitment to a career caring for patients, history of strong academic achievement, maturity, professionalism, and sound clinical skills.

## INTERNAL MEDICINE PROGRAM HIGHLIGHTS:

- Warm, supportive environment with approachable faculty and staff.
- High yield didactics and simulation to expand clinical knowledge.
- Opportunities for quality improvement research and national conference exposure.
- Inpatient Internal Medicine training at UNC Health Blue Ridge including intensive care, and emergency services.
- Outpatient general Internal Medicine training conducted at Mountain Valley Health Clinic located on the UNC Health Blue Ridge Morganton campus.
- Additional subspecialty training is done at various offices within UNC Health Blue Ridge including Cardiology, Gastroenterology, Neurology, and the Salisbury Veterans Administration.

## INPATIENT TRAINING

- 3 medicine teams
- Team 1: 2 interns, 1 or 2 upper levels
- Team 1: cap of 14-16 patients

### Resident Night Float

- Upper Levels cover night float in ICU as we transition to closed ICU.

Continuity Clinic Faculty to resident ratio is conducive to 1:1 learning experience. ➔

*UNC Health Blue Ridge Infectious Disease Specialist Rahul Sampath, MD, FACP, FIDSA, was one of 219 physicians and scientists elected as Fellows of The Infectious Diseases Society of America, the nation's leading infectious diseases professional society.*

*Fellowship in IDSA is one of the highest honors in infectious diseases. It is given to those who have achieved professional excellence and provided significant service to the profession.*

*Applicants for IDSA Fellowship must be nominated by their peers and meet specified criteria, including continuing identification with infectious diseases, national or regional recognition, and publication of their scholarly work. Nominees are reviewed and elected by the IDSA Board of Directors.*



# Internal Medicine Overview

Our hospital has:

- A 16-bed medical intensive care unit staffed by critical care specialists.
- Two emergency departments with more than 55,000 patients visits each year.
- Telestroke technology.

UNC Blue Ridge uses a fully integrated EMR, including computerized physician order entry and voice recognition software for dictating digital notes.

The program provides an average of 4 hours of didactics weekly including 1 hour of noon report and three hours of didactics covering high yield internal medical topics.

## **INTERN NIGHT FLOAT**

Intern night float typically consists of two, 2-week blocks of nights (Sunday-Friday). In addition, interns will do 7-8 Saturday night call a year. Keep in mind interns do not take call in the ICU; interns do approximately five admissions at night; and interns start doing cross coverage of patients on the medicine services beginning in January of each year.

## **RESIDENT NIGHT FLOAT**

Resident night float typically consists of two, 2-week blocks of nights a year (Sunday through Friday).

## **OUTPATIENT IM TRAINING**

Outpatient Internal Medicine comprises a large portion of Internal Medicine training. It is an important part of IM even if you are planning on being a hospitalist or subspecialist. We believe that solid training in outpatient medicine is essential to creating a well-rounded internist.

All continuity clinics are done at Mountain Valley Health Clinic, which is located on the UNC Health Blue Ridge campus in Morganton. The clinic has a phlebotomy lab, anticoagulation clinic and a pharmacist present at the clinic for part of the week. Given our diverse patient population, we use digital interpreter technology that allows us to have a live interpreter at all times. ➔



*UNC Health Blue Ridge holds an "Cleared to Compete" event each spring for our student-athletes to get an EKG, general health screening, eye screening and agility test. GME residents, like Dr. Charlie Ervin, play a vital role in providing these physicals. Since it's inception, three athletes have been found to have serious heart defects and needed surgery.*

# Internal Medicine Overview

## CONTINUITY CLINIC

- Faculty to Resident ratio is 1:3 leaving ample time for bedside teaching
- Nurse to Resident ratio is 1:2
- Fully integrated EMR is used in clinic and the hospital
- Attending physicians see all intern patients for the first six months
- Patient population is diverse with 45% Medicare patients and 20% privately insured patients
- The clinic also sees a large number of charity patients
- Patient numbers are: PGY1s 4-5, PGY2s 5-7, PGY3s 7-10 per half day

## ANCILLARY OFFERINGS IN THE CLINIC:

- Diabetes Education
- Heart Failure Education
- Nutrition Education
- Clinical Pharmacist
- POC testing, EKGs

**UNC Health Blue Ridge**  
**NRMP Program Code: 1914140CO**  
**\*these are zeros**

**\*You will use this number to rank our program**

UNC Health Blue Ridge Internal Medicine Residency Program Block Diagram

Block	1	2	3	4	5	6	7	8	9	10	11	12
Site	Site 1	Site 1	Site 1	Site 1	Site 1	Site 1	Site 1	Site 1	Site 1	Site 1	Site 1	Site 3/Site 1
Rotation Name	Gen IM Wards	Gen IM Wards	Gen IM Wards	Gen IM Wards	ICU	ER/Night Float	Amb. Med. & Addiction Med./Night Float	GI	Foundational Elective*	Foundational Elective*	Infectious Disease	Endocrinology/ Infectious Diseases
% Outpt	0	0	0	0	0	50 (20)	50 (20)	50 (20)	TBD	TBD	25 (10)	100 (40)
%Research	0	0	0	0	0	0	0	0	0	0	0	0

PGY1 Block Diagram

Block	1	2	3	4	5	6	7	8	9	10	11	12
Site	Site 1	Site 1	Site 1	Site 1	Site 1	Site 1	Site 1	Site 2	Site 1	Site 1	Site 1/Site 5	Site 1
Rotation Name	Gen IM Wards	Gen IM Wards	Inpatient/ Night Float	Inpatient/ Night Float	Cardiology	ICU	Foundational or Non-Foundational Elective*	Nephrology	Infectious Diseases	Ambulatory Medicine	Amb. Med. Geriatrics/Ho spice & Pall. Care	ICU
% Outpt	0	0	5 (2)	5 (2)	50 (20)	0	TBD	50 (20)	25 (10)	100 (40)	100 (40)	0
%Research	0	0	0	0	0	0	0	0	0	0	0	0

PGY2 Block Diagram

Block	1	2	3	4	5	6	7	8	9	10	11	12
Site	Site 1	Site 1	Site 1	Site 4	Site 1	Site 4	Site 1	Site 1	Site 1	Site 1	Site 1	Site 1
Rotation Name	Gen IM Wards	Inpatient/ Night Float	Inpatient/ Night Float	Rheumatology	Foundational or Non-Foundational Elective*	Hem/Onc	Neurology	Outpt. Pulm/ Inpt. Pulm & Procedures	ICU	Ambulatory Medicine	Foundational or Non-Foundational Elective*	Foundational or Non-Foundational Elective*
% Outpt	0	5 (2)	5 (2)	100 (40)	TBD	100 (40)	75 (30)	50 (20)	0	100 (40)	TBD	TBD
%Research	0	0	0	0	0	0	0	0	0	0	0	0

PGY3 Block Diagram

**Continuity Clinic**

- Residents have continuity clinic during every rotation except ICU, Gen IM Wards and during periods of Night Float.

\* Available elective rotations include all IM subspecialties, Hospice/Palliative Care, Dermatology, Behavioral Medicine, Addiction Medicine, Pain Medicine, Clinical Research, Radiology, Administration/Physician Leadership, Orthopedic Surgery, Anesthesia, Emergency Medicine

- Site 1:** UNC Health Blue Ridge
- Site 2:** Piedmont Nephrology & Hypertension Assoc., PA
- Site 3:** Carolinas Medicine Center (Atrium Health)
- Site 4:** W. B. Hefner VA Medical Center
- Site 5:** Carolina Caring – Catawba Valley Hospice

# Gastroenterology Fellowship Faculty



Gerald  
Mank III, M.D.

## **Gerald W. Mank III, M.D.**

Program Director

Email: Gerald.Mank@unchealth.unc.edu

Medical School: The University of Texas at Houston

Residency and Internship: The University of Texas at Houston

Fellowship in Gastroenterology and Hepatology: The University of Texas at Houston and the University of Texas MD Anderson Cancer Center

Board Certified: American Board of Internal Medicine-Gastroenterology



Suneel  
Mohammed, MD

## **Suneel Mohammed, MD**

Associate Program Director

Email: Suneel.Mohammed@unchealth.unc.edu

Medical School: Calicut Medical College, India

Residency: University of Missouri/St. Luke's Hospital

Fellowship: Brown University

Board Certified: American Board of Internal Medicine-Gastroenterology



Nate Krogel, DO

## **Nathaniel Ryan Krogel, DO**

Core Faculty

Email: Nathaniel.Krogel@unchealth.unc.edu

Medical School: Lake Erie College of Osteopathic Medicine

Residency: Botsford Hospital, Farmington Hills, MI

Fellowship: Botsford Hospital  
Board Certified: American Board of Internal Medicine-Gastroenterology



Dustin  
Kilpatrick, DO

## **Dustin Kilpatrick, DO**

Core Faculty

Email: Dustin.Kilpatrick@unchealth.unc.edu

Medical School: William Carey University College of Osteopathic Medicine

Residency and Fellowship: UNC Health Blue Ridge

Board Certified: American Board of Internal Medicine-Gastroenterology



Ashan  
Hatharasinghe, DO

## **Ashan Hatharasinghe, DO**

Core Faculty

Email: Ashan.Hatharasinghe@unchealth.unc.edu

Medical School: Campbell University

Residency and Fellowship: Sunrise GME Health

Consortium in Las Vegas, NV  
Board Certified: American Board of Internal Medicine-Gastroenterology

# Gastroenterology Fellowship Overview

Welcome to the Gastroenterology Fellowship Program at UNC Health Blue Ridge. We are fortunate and very honored to be one of only six facilities in North Carolina to have an ACGME accredited Fellowship in Gastroenterology. Our Fellows spend rotations in Hepatology and Advanced Endoscopy at Atrium Health's Carolinas Medical Center, during their tenure at UNC Health Blue Ridge.

## ADMISSION AND ELIGIBILITY

Our Gastroenterology Medicine Fellowship is open to Internal Medicine graduates from ACGME or AOA residencies completed within the United States. Applications will be accepted through the Electronic Residency Application Service (ERAS).

## OUR CLINIC

The clinic for gastroenterology fellows is located on the UNC Health Blue Ridge Morganton campus. Each fellow has a weekly clinic session where they will participate in establishing care and managing chronic gastrointestinal diseases with a subset of patients assigned to them. Additionally, we participate in clinic with attendings in ambulatory settings in Marion, Valdese, and Morganton.

## FELLOWSHIP PROGRAM HIGHLIGHTS INCLUDE:

- Warm, supportive environment with approachable staff
- Comprehensive didactics to expand and supplement gastrointestinal knowledge
- Opportunities for community and quality-improvement research
- Diverse patient population and pathology
- Good balance between service and education
- Teaching and working closely with internal medicine residents
- Shared call among fellows
- Transplant hepatology and advanced gastroenterology rotations available
- Ability to moonlight with board certification in Internal Medicine ➔

*Dr. Mohammed loves to ride his bike. Burke County has many mountain biking trails as well as easier, meandering routes along the Catawba River.*



# Gastroenterology Fellowship Overview

## OUR CURRICULUM

The design of the gastroenterology curriculum at UNC Health Blue Ridge is aimed at creating an active and dynamic learning environment. Please see below for an overview of the educational program components.

### PGY-4

- Inpatient GI Consult Svc - 6 months
- Outpatient GI Clinic/Endo 4 months
- Outpatient GI/Hepatology Consult - 1 month
- Hepatology @ Atrium Health - 1 month

### PGY-5

- Inpatient GI Consult Svc -1 month
- Outpatient GI Clinic/Endo - 8 months
- Outpatient GI/Hepatology Consult - 1 month
- Outpatient GI/Motility/Nutrition - 1 month
- Hepatology @ Atrium Health - 1 month

### PGY-6

- Inpatient GI Consult Svc - 1 month
- Outpatient GI Clinic/Endo - 8 months
- Outpatient GI/Motility/Nutrition - 1 month
- Advanced Endo/Biliary at Atrium Health - 1 month
- Hepatology at Atrium Health - 1 month ➔



*Dr. Mank, far left, was the "Pepsi at the Half" guest during an Appalachian State University football game. He spoke about treating heartburn at Blue Ridge Digestive Health.*

# Gastroenterology Fellowship Overview

## **GRAND ROUNDS/ENDOSCOPY CONFERENCE**

We participate in grand rounds and endoscopy conferences bimonthly. Grand round presentations are given by faculty and fellows as well as visiting lecturers. Furthermore, we review important endoscopic techniques, indications, and safety in a lecture setting periodically throughout the month.

## **JOURNAL CLUB, MORBIDITY AND MORTALITY CONFERENCE**

A gastroenterology-focused journal club is held twice per month involving residents, fellows, and attendings to discuss validity of the chosen article, results, and clinical applicability of its findings. Our aim is to review newly-published articles to keep up-to-date with scientific research. Gastroenterology fellows also join the Medicine department for a monthly Morbidity and Mortality Conference, which focuses on the root-cause analysis of a case that had an adverse outcome. This is a multidisciplinary conference with representation involving a wide array of hospital departments. The goal of this conference is to educate the nursing staff, residents, fellows, and attendings on patient safety and increase awareness of system-based issues that contribute to a medical error.

## **BOARD REVIEW AND DIDACTICS**

Board review is held weekly on Tuesdays. Fellow physicians will have content to read and review at the beginning of each week. Each week, fellow physicians will review their assigned reading and participate in board review questions related to the readings with an attending physician. Gastroenterology-specific radiology and pathology rounds are also scheduled to increase our breadth of knowledge.

**UNC Health Blue Ridge**  
**NRMP Program Code: 1914144FO**

**\*these are zeros**

**\*You will use this number to rank our program**

# SYSTEM PROFILE

UNC Health Blue Ridge - Morganton

UNC Health Blue Ridge - Valdese

Grace Ridge Retirement Community

Blue Ridge Medical Group - System-owned practices

Advanced Imaging Services: MRI, CT, PET

Anesthesiology

Behavioral Health

Cancer Care

Cardiac Services

- Rehabilitation
- Catheterization Lab
- Interventional Cardiology

Critical Care

Progressive Care

Diabetes Education & Support

Ear, Nose & Throat

Emergency Medicine

Family Medicine

Gastroenterology

General Surgery

Hematology

Hospitalist Services

Infectious Disease

Inpatient Dialysis/Nephrology

Internal Medicine

Interventional Radiology

Level II Nursery & Level II Neonatology

Medical & Radiation Oncology

Neurology

OB/GYN

Orthopedics & Sports Medicine

Pain Management

Pathology

Pulmonology

Rehabilitation Services

Surgical Services

Urology

Vascular Surgery

Wound Care Center

# Blue Ridge Medical Group Specialty Services

Alan F. Jacks, MD Surgery  
828-580-3555  
845 Malcolm Blvd., Rutherford College,  
NC

Carolina Digestive Care  
828-580-1171  
150 August St., Suite 100, Morganton,  
NC

Blue Ridge ENT & Allergy  
828-580-6410  
352B E. Parker Rd., Morganton, NC

Blue Ridge Infectious Disease  
828-580-5705  
117-D Foothills Dr., Morganton, NC

Blue Ridge Radiology-Morganton  
828-580-6900  
2201 S. Sterling St., Morganton, NC

Blue Ridge Radiology-Valdese  
828-580-6900  
720 Malcolm Blvd., Valdese, NC

Cancer Center  
828-580-7536  
720 Malcolm Blvd., Valdese, NC

Blue Ridge Pain Specialist-Valdese  
828-580-7620  
720 Malcolm Blvd., 4th floor, Valdese,  
NC

The Comprehensive Wound Healing  
Center at Valdese  
828-580-7563  
722 Malcolm Blvd., Valdese, NC

**Medical Office Building-Hickory**  
2134 14th Ave. Circle NW, Hickory, NC  
Blue Ridge Digestive Health-Hickory  
828-580-7048

Blue Ridge Radiology-Hickory | 828-580-1235  
Women's Health-Hickory | 828-580-2129  
Blue Ridge Pain Specialist-Hickory  
828-580-2280

**Medicine Office Building-Lenoir**  
1208 Hickory Blvd. S.W., Lenoir, NC  
Blue Ridge Cardiology-Lenoir | 828-580-4230  
Blue Ridge Digestive Health-Lenoir  
828-580-7048

Blue Ridge Geriatrics-Lenoir | 828-580-5706  
Blue Ridge Urology-Lenoir | 828-580-7962  
Women's Health-Lenoir | 828-580-4661

**Medical Office Building-Marion**  
2293 Sugar Hill Road, Marion, NC  
Blue Ridge Cardiology | 828-580-1364  
Blue Ridge Digestive Health-Marion  
828-580-6752

Blue Ridge Pulmonary & Sleep Medicine-Marion  
828-580-4577

Blue Ridge Radiology-Marion | 828-580-1235  
Blue Ridge Surgery-Marion | 828-580-2250  
Women's Health-Marion | 828-652-3019

**Medical Office Building-Morganton**  
2209 S. Sterling St., Morganton, NC

Blue Ridge Cardiology-Morganton  
Suite 530 | 828-580-4230

Blue Ridge Digestive Health-Morganton  
Suite 200 | 828-580-6752

Blue Ridge Geriatrics-Morganton  
Suite 330 | 828-580-5706

Blue Ridge Neurology  
Suite 330 | 828-580-8100

Blue Ridge Podiatry  
Suite 530 | 828-580-2255

Blue Ridge Pulmonary & Sleep  
Medicine  
Suite 600 | 828-580-4577

Blue Ridge Surgery-Morganton  
Suite 530 | 828-580-2250

Blue Ridge Urology-Morganton  
Suite 530 | 828-580-4334

Women's Health-Morganton  
Suite 400 | 828-580-4661

**Medical Office Building-Valdese**  
730 Malcolm Blvd., Rutherford  
College, NC

Blue Ridge Digestive Health-Valdese  
Suite 220 | 828-580-7048

Blue Ridge Surgery-Valdese  
Suite 100 | 828-580-2250

Blue Ridge Urology-Valdese  
Suite 100 | 828-580-7962

Women's Health-Valdese  
828-580-7430  
110 Hilltop Street,  
Rutherford College, NC

## Blue Ridge Medical Group Internal / Family Medicine

Cajah's Mountain Medical Associates  
828-728-8224  
1766 Connelly Springs Rd., Lenoir, NC

Drexel Medical Practice  
828-580-4080  
2659 US 70 E, Valdese, NC

Granite Falls Family Medical Care Center  
828-396-3168  
4132 Hickory Blvd., Granite Falls, NC

Lenoir Family Medicine  
828-580-4660  
1208 Hickory Blvd. S.W., Lenoir, NC

McDowell Family Practice  
828-580-1750  
20 S. Medical Court Dr., Marion, NC

McDowell Medical Associates-Marion  
828-652-8727  
2293 Sugar Hill Rd., Marion, NC

McDowell Medical Associates-Nebo  
828-659-9703  
5920 US 70 E, Nebo, NC

**Medical Office Building-Morganton**  
2209 S. Sterling St., Morganton, NC

Family Medical Associates  
Suite 300 | 828-580-4010

**Medical Office Building-Valdese**  
730 Malcolm Blvd.,  
Rutherford College, NC

Rutherford College Medical Care Center  
Suite 230 | 828-580-2811

Valdese Medical Associates  
Suite 150 | 828-874-4600

Table Rock Family Medicine  
828-580-1400  
301 Linville Street, Morganton, NC

### INTERNAL MEDICINE

Morganton Internal Medicine  
828-433-0225  
607 E Parker Rd, Morganton, NC

Mountain Valley Health Center  
828-580-2700  
117-D Foothills Dr., Morganton, NC

### URGENT AND EXPRESS CARE

Blue Ridge Urgent Care-Morganton  
828-580-3278  
695 West Fleming Dr., Morganton, NC

Cajah's Mountain Express Care  
828-580-4622  
1766 Connelly Springs Rd., Lenoir, NC

McDowell Express Care  
828-580-1313  
5920 US 70 E, Suite D | Nebo, NC

Valdese Express Care  
828-580-7387  
Medical Office Building-Valdese  
730 Malcolm Blvd., Suite 150  
Rutherford College, NC

# SERVICE LINES

## CANCER

UNC Health Blue Ridge is continuing a long tradition of quality cancer treatment established in Valdese. By building upon the foundation of strong radiation and chemotherapy programs, we offer the latest advances close to home.

Services provided:

- Advanced Radiation Treatment, such as IGRT, IMRT and Brachytherapy
- Board Certified Oncologists
- Oncology Certified RNs
- Cutting-edge Medical Oncology Treatment
- Staging and Planning
- Multi-Slice CT and PET/CT
- Breast Health Navigator
- Active Support Groups
- Oncology Advocates
- Supportive Care

## DIGESTIVE HEALTH

Gastroenterology is the study, diagnosis and treatment of gastrointestinal (GI) disorders and conditions. The GI tract starts with the mouth and follows the digestive system through the esophagus, stomach, small and large intestine (colon), and rectum. Digestive Health Services at UNC Health Blue Ridge also treat diseases of the liver, pancreas and gallbladder.

Services provided:

- Colorectal Cancer screening with colonoscopy and removal of polyps
- Removal of hemorrhoids and treatment of Anal-Rectal Disease
- Treatment of GERD and its complications
- Treatment of Inflammatory Bowel Disease, Irritable Bowel Syndrome, chronic constipation and diarrhea
- Treatment of liver diseases including Hepatitis
- Treatment of Ulcer Disease
- Treatment of pancreatic diseases
- Treatment of gallbladder diseases including gallstones

## EAR, NOSE & THROAT AND ALLERGY

Diagnosing and treating problems of the ears, nose and throat is called Otolaryngology or simply ENT. Along with ears, nose and throat, ENT services at UNC Health Blue Ridge covers allergies, sinuses, respiratory system, thyroid, parathyroid, voice box (larynx) and other disorders of the head and neck.

Services provided:

- Allergy evaluation and treatment
- Evaluation and treatment of the ear, nose and throat
- Hearing evaluation
- Vocal cord evaluation
- Sinus disorders
- In-office balloon sinuplasty
- Thyroid/ Parathyroid Disorders
- Head and Neck Cancer
- Skin cancer
- Pediatric care
- Ear tubes
- Tonsils

# SERVICE LINES

## EMERGENCY SERVICES

With locations at both the Morganton and the Valdese Campuses, UNC Health Blue Ridge offers 24/7 comprehensive Emergency Medical Care from a multidisciplinary team of physician assistants, nurse practitioners, registered nurses, technicians and additional support staff who are trained in providing emergency care. Our team combines advanced training with compassionate service to be ready for you or your family when you need it the most. Our staff is trained to respond to any type of medical emergency. Emergency care includes but not is limited to:

- 24-hour staff readiness
- State-of-the-art diagnostic and treatment equipment to help track and monitor patient progress.
- Digital radiology rooms that are located in the department.
- Sophisticated computer technology that provides patient lab results, diagnostic information, discharge information and other confidential data quickly and securely.
- Direct access to cardiologists for emergent cardiac care.
- Emergent CT scanning, Teleneurology consultation and medication administration for stroke patients.
- Telepsychiatry and placement services for acute behavioral health issues

## HEART AND VASCULAR

From treatments for congestive heart failure to cardiac caths and a pacemaker clinic, we offer experience and technology to diagnose and treat heart disease. Our board-certified cardiologists have performed thousands of cardiac catheterizations and interventional procedures.

Services provided:

- Coronary Artery Disease - diagnosis, treatment and prevention
- Cardiac catheterization and intervention
- Nuclear Stress Testing and Echocardiograms
- Peripheral Vascular Disease: Blocked arteries or blood vessels to the buttocks, thighs, legs, and feet sometimes can be repaired through stents and/or balloons
- Congestive Heart Failure - diagnosis & management
- Heart rhythm abnormality management
- Evaluation and management of heart valve disease



# SERVICE LINES

## KIDNEY HEALTH

Nephrologists are internal medicine physicians who specialize in diseases involving the kidneys. You may receive a referral to one of these doctors if you have protein or blood in your urine, uncontrolled high blood pressure, kidney stones, or you develop kidney failure.

Conditions commonly treated:

- Prevention of recurrent kidney stones (Nephrolithiasis)
- Treatment of acute or chronic kidney disease
- Treatment of difficult to control high blood pressure
- Treatment of Polycystic Kidney Disease
- Administering dialysis
- Treatment of End-Stage Renal Disease
- Stabilizing electrolyte disorders or acid/base imbalance
- Post kidney transplant care
- Post care kidney biopsy

## NEUROLOGY

Neurology is the diagnosis and treatment of disorders affecting the brain, nerves, muscles, and spinal cord. At UNC Health Blue Ridge, we offer Botox® to treat migraines and diagnostic tests such as Electroencephalogram (EEG) and Electromyogram (EMG). We treat children and adults.

Conditions commonly treated:

- Stroke
- Epilepsy
- Headache
- Seizures
- Developmental delay
- Tics/abnormal movements
- Weakness
- Head injuries
- Dizziness
- Memory loss/dementia
- Multiple Sclerosis (MS)
- Parkinson's Disease

## ORTHOPEDICS

Orthopedics focuses on the diagnosis and treatment of disorders and injuries of the bones, and the related muscles, tendons, ligaments and nerves. We care for the spine, joints, hands and feet. Orthopedic services at UNC Health Blue Ridge treats:

- Carpal tunnel syndrome
- Hand and upper extremity pain
- Arthroscopic surgery - shoulder, elbow, knee, ankle and wrist
- Osteoarthritis
- Children's hand and upper extremity injuries
- Back and neck pain
- Ruptured discs
- Scoliosis
- Occupational back and neck trauma
- Spinal fractures
- Osteoporosis of the spine
- Joint reconstruction of the hip, knee and shoulder
- General orthopedics

### JOINT AND SPINE ACADEMY

Designed to meet the needs of the joint replacement and spinal surgery patients, the Joint and Spine Academy is an educational session covering all phases of your care both before and after surgery. The team who will be taking care of you during your hospital stay presents the class. These individuals may include a nurse, physical therapist, case manager and occupational therapist.

# SERVICE LINES

## PULMONARY AND SLEEP MEDICINE

Blue Ridge Pulmonary and Sleep Medicine offers the services of lung specialists, known as pulmonologists. Our board-certified physicians are experienced in managing the care of critically ill patients including those on mechanical breathing support. We also do sleep studies and tests to diagnose sleep apnea, narcolepsy and other sleep disorders.

Pulmonary services provided:

- Chronic obstructive pulmonary disease (COPD)
- Lung cancer
- Asthma
- Smoking cessation
- Critical care medicine
- Evaluation of dyspnea and cough
- Sleep Medicine Services provided:
  - Diagnosis and treatment of obstructive sleep apnea in adult patients
  - Restless legs syndrome
  - Narcolepsy
  - Excessive sleepiness
  - Insomnia

We are the only accredited sleep lab in the region.

## RADIOLOGY

The Diagnostic Imaging Centers at UNC Health Blue Ridge offer outstanding services, including:

- X-ray
- Ultrasound
- CT (Computed Tomography)
- Interventional Radiology
- Breast Tomosynthesis
- Bone Density
- Nuclear Medicine
- PET Scanning
- Mammography
- MRI
- Breast MRI

## REHABILITATION

Blue Ridge Therapy Services at UNC Health Blue Ridge is a team approach with the patient as the most important member. Our patients are active participants in setting their rehabilitation goals and establishing treatment programs with direction from our professionals: Physical Therapists, Occupational Therapists and Speech Therapists. Let us help you reach your rehabilitation goals.

Therapy we offer:

### 1. Physical

- Sports medicine
- Total joint
- Non-surgical & surgical back/spine
- Balance and walking training
- Hand

### 2. Occupational

- Functional capacity evaluation for employment
- Industrial medicine
- Work conditioning
- Hand

### 3. Speech

More specialized therapies include isokinetic testing and exercises, soft tissue massage, neurological/neuromuscular, aquatic/pool, wheelchair seating and VitalStim, a therapeutic intervention for use in the treatment of swallowing disorders (dysphagia). We offer customized education programs and ones in wound care, lymphedema (swelling in arms and/or legs) and pain management.

# SERVICE LINES

## SPINE HEALTH

Our spine health team of top physical therapists, pain management specialists and spine surgery experts work together to provide a personal care plan to treat your back pain. With the latest in non-surgical and surgical techniques and technology, we get you back to what you love, with less pain, faster.

We stay on the forefront of innovative practices and advanced technology. If surgery is required, our spine specialists are experts in minimally invasive surgical techniques and use the latest in 3D intraoperative imaging, for faster recovery and better results

At the Blue Ridge Spine Center, our experienced physicians and staff provide the latest advances in spine care, from innovative non-surgical and surgical treatments to state-of-the-art equipment. We use a team of medical experts to develop your personalized care plan.

## SURGERY

Specializing in General and Vascular Surgery, UNC Health Blue Ridge board-certified surgeons perform thousands of procedures every year. Our staff is skilled in the diagnosis and management of diseases affecting veins and arteries. Vascular diseases and their consequences are among the most common causes of death and disability.

Procedures performed:

- Vascular (veins & arteries) surgery
- Cancer surgery
- Kidney problems and dialysis
- Endocrine (thyroid and parathyroid) surgery
- Thoracic (organs of the chest) surgery
- General and laparoscopic surgeries (Lap Cholecystectomy, Lap Appendix, Lap Hernia repair, Lap Lynx, Lap Hiatal Hernia)
- Open and Video assist Thoroscopic (lung)
- Open and Laparoscopic Gynecological - hysterectomy (TLH as well as TVH (vaginal), Diagnostic procedures (lap tubal and lap tube and ovary removal)
- Orthopedic (arthroscopic knees, shoulders, ankles, and wrist) , fracture fixations, Total Joint replacements of shoulders, knee, and hips, carpal tunnel and trigger releases
- Spine procedures - microdiscectomy, fusions of cervical and lumbar spine, kyphoplasty
- Eye - retinal specialists
- Urological
- ENT (Ears, Nose Throat)
- EGD, Enteroscopy, Colonoscopy, and ERCP

## UROLOGY

The organs covered by Urology include the kidneys, ureters, urinary bladder, urethra, and the male reproductive organs. We are also involved in the assessment and treatment of incontinence.

Services provided:

- Adrenal cancer
- Bladder cancer
- Kidney cancer
- Kidney stones
- Prostate cancer
- Prostatitis
- Incontinence
- Overactive bladder
- Male infertility
- Testicular cancer
- Bedwetting
- Vasectomy
- Bladder control problems
- Enlarged prostate (BPH)
- Blood in the urine
- Male sexual dysfunction
- Urinary Tract Infection (UTI)

# SERVICE LINES

## WOUND CARE

Our professional staff provides the most advanced treatment available, including hyperbaric oxygen therapy, for serious, chronic wounds. Our nationally recognized approach helps speed recovery so you can return to the activities you love. We'll work with your personal doctor to create a treatment program just for you. Wound care treatment may include:

- Hyperbaric therapy
- Debridement
- Skin substitutes
- Unna boots
- Compression wraps
- Nutritional management
- Physical therapy
- Pain management
- Vascular evaluation
- Laboratory evaluation
- Diabetic education
- Nuclear medicine

## WOMEN'S HEALTH

Women's Health and the Family Center offer a comprehensive range of gynecological services, including general gynecology, wellness exams, menopause treatments, management of urinary incontinence and the latest in contraception.

Our skilled gynecological surgeons offer many minimally invasive procedures to quickly return you to the activities you enjoy. We also provide advanced in-office procedures and other convenient services, including:

- In-office endometrial ablation
- Loop electrical excision procedure
- Diagnostic and operative laparoscopy
- Laparoscopic tubal ligation
- Vaginal and laparoscopic hysterectomy
- Diagnostic and operative hysteroscopy
- Urinary incontinence sling (TVT)

## PREGNANCY, LABOR AND DELIVERY

Our team offer high-quality care for both routine and high-risk pregnancies at all of our locations. Patients will be seen by primarily one obstetrician to provide continuity of care during pre-natal visits.

Our modern labor and delivery suites at UNC Health Blue Ridge Morganton are comfortable and inviting as well as equipped with state-of-the-art technology. We feature the region's only 24-hour in-house neonatal service. Our Level II Neonatal Intensive Care Nursery provides peace of mind that high level care is readily available for your infant if the need arises.

We also provide the following:

- Childbirth Education Classes
- Newborn Care, including Newborn Hearing Screening, Congenital Heart Disease Screening, State Newborn Screening, Newborn Photography, Breastfeeding
- Lactation Services with trained nurses

# SERVICE LINES

## THE DIAGNOSTIC CENTER

This department can run a variety of tests to study your heart, arteries and lungs. Some of the procedures performed are:

### Cardiac:

- Out-Patient only Nuclear Stress Test Exercise/Cardiolite - patient can walk on treadmill
- Out-Patient only Nuclear Stress Test Lexiscan/Cardiolite - patient cannot walk on treadmill
- Exercise Stress Test (GXT)
- Exercise Stress Echo Test - patient can walk on treadmill
- Dobutamine Stress Echo - patient cannot walk on treadmill
- Echocardiogram
- Transesophageal Echocardiogram we perform in the Cath Lab and in CCU
- Cardiograms (EKGs)
- Out-Patient only Holter Monitors (24 hr.)
- Out-Patient only Holter Monitors (48 hr.)

### Arterial Vascular Testing:

- ABI (Ankle Brachial Index) (Duplex)
- ABI with Exercise
- Unilateral Lower Extremity
- Bilateral Lower Extremity

### Electroencephalography:

- EEG Sleep Deprived/Drowsy
- EEG Routine Awake/Drowsy
- EEG Extended Study 1hr., 2hr.
- Out-Patient only EEG Ambulatory 24hr., 48hr. and 72hr.
- In-Patient only EEG Video

### Pulmonary:

- Arterial Blood Gases
- Lung Parameters with Negative Inspiratory Force
- Spirometry
- Spirometry Pre and Post Bronchodilator
- Complete Pulmonary Function Test: Total lung capacity, diffusion study (DLCO), spirometry pre and post bronchodilator.

### In-Patient Respiratory

- Intubations
- Set up and maintain Ventilators
- Set up and maintain Bi-paps
- Nebulizer treatments
- Meter Doss Inhalers
- Draw and Run Blood
- Arterial & Venous Blood Gas
- Lactate, Cord Gas
- Attend High Risk Deliveries
- COPD education, Smoking Cessation

# YOUR BENEFITS



## Benefits Provided at No Cost

- Employee Wellness Program
- Employee Assistance Program
- Employee Emergency Fund
- Worker's Compensation
- Moving Allowance (Incoming class of residents only)
- Clinical Support (meal allowance, white coats, reimbursement on COM LEX 3/ USM LE Step 3 with passing scores)



## Health and Wellness Benefits

- Medical, Dental, Prescription drug plan, and Vision insurance available



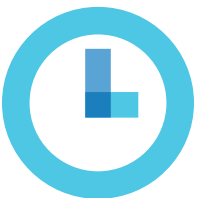
## Retirement Plan

- Tax deferred annuity 403(b)



## Income Protection Benefits

- Short-Term and Long-Term Disability
- UNC Health Blue Ridge Provided Life Insurance and Access to Group Rates for Additional Life Insurance



## Time Away from Work

- Paid Time Off
- Leave of Absence
- Maternity/Paternity Leave
- Adoption Benefits

# CAMPUS MAP

## UNC HEALTH BLUE RIDGE MORGANTON CAMPUS

### ① Main Entrance

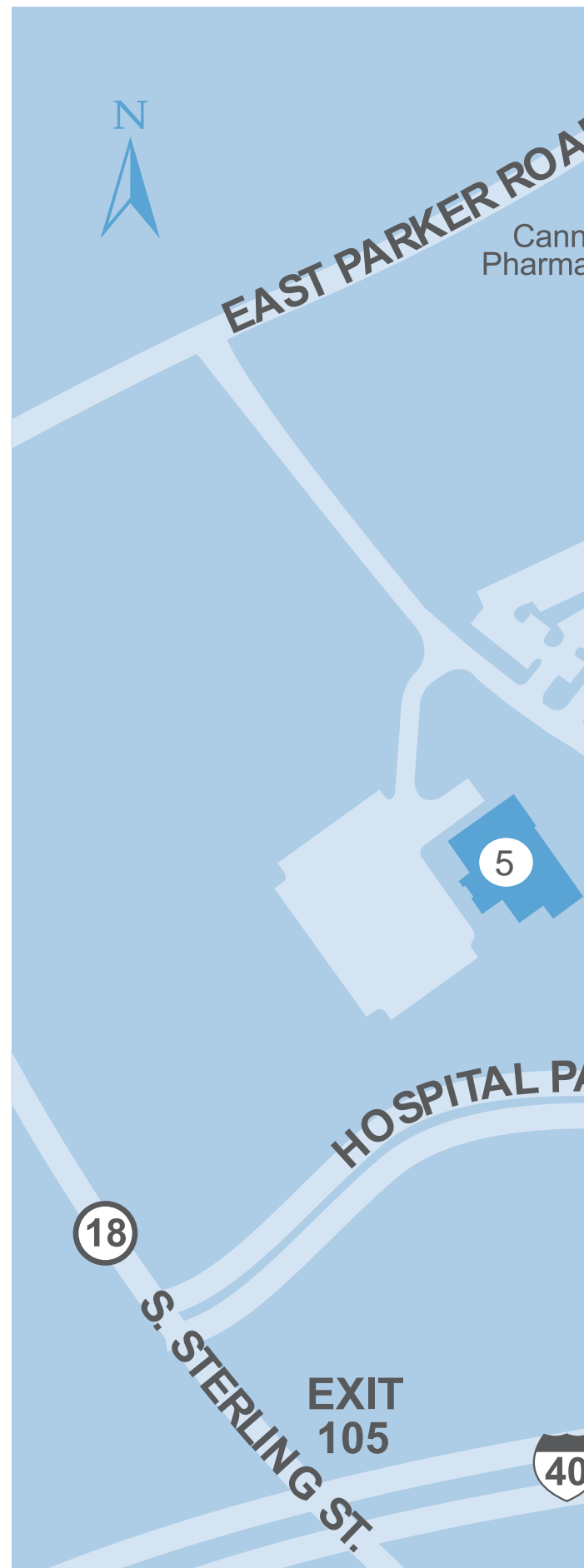
- ② Outpatient Surgery
- ③ West Tower | Patient Rooms 301-684
- ④ Medical Office Building
- ⑤ Phifer Family YMCA
- ⑥ Learning Center
- ⑦ Human Resources
- ⑧ East Tower | ICU

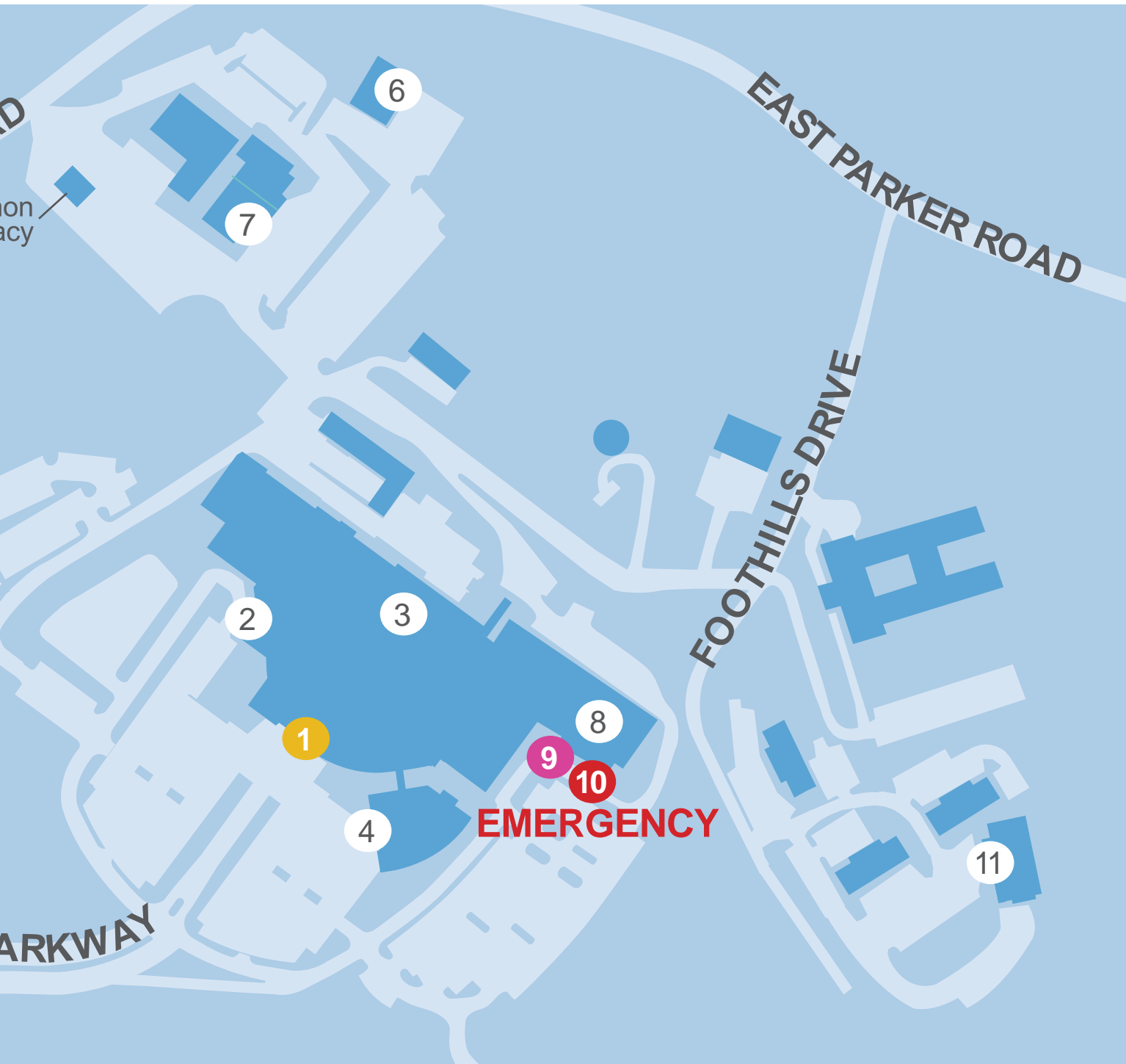
### ⑨ Family Center Admissions

### ⑩ EMERGENCY

### Physician Offices - South

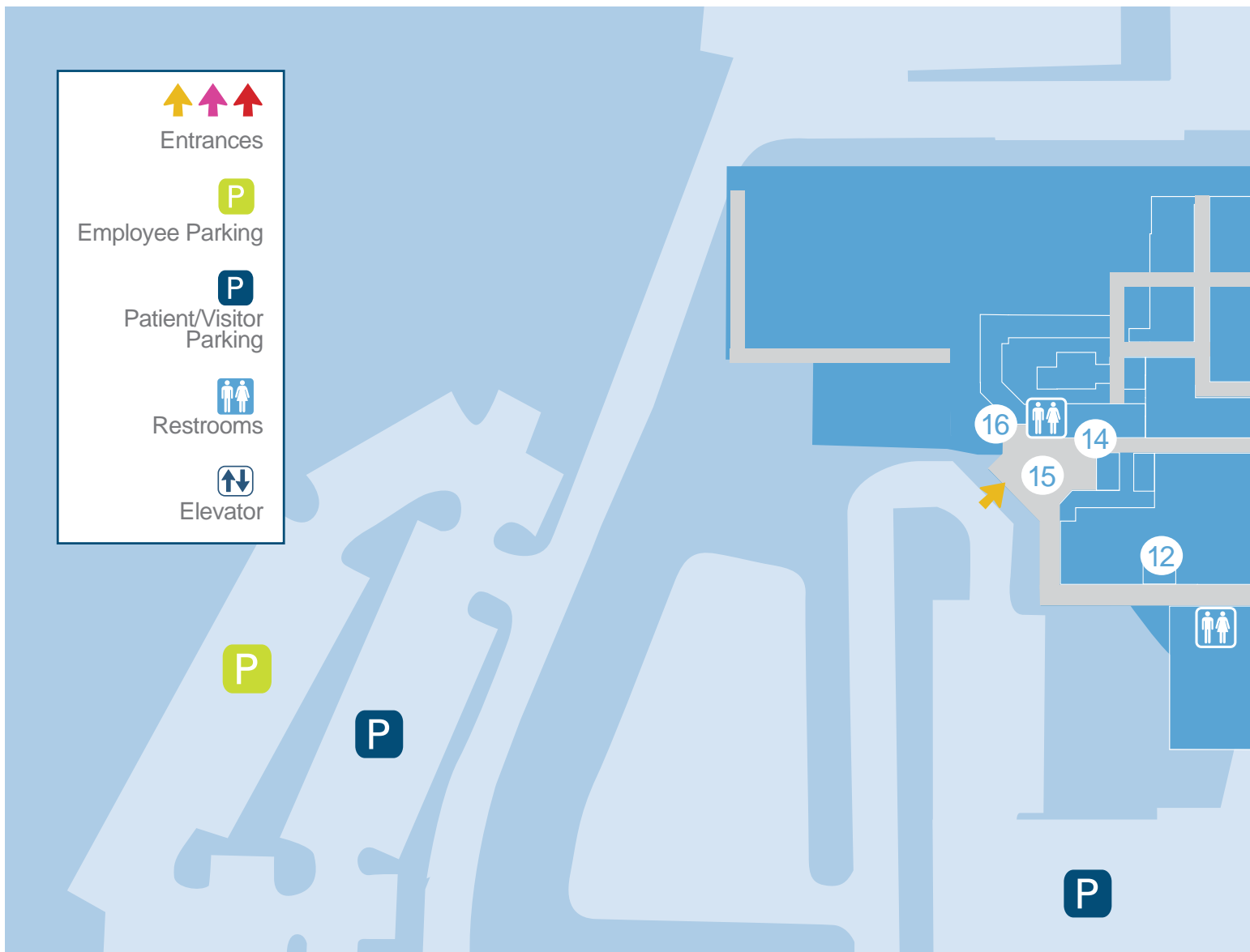
- ⑪ Mountain Valley Health Center





UNC HEALTH BLUE RIDGE  
MORGANTON CAMPUS





## West Tower Lobby Level

- ① **Main Entrance**
- ② Cardiopulmonary Services
- ③ Cashier
- ④ Medical Records
- ⑤ Cath Lab
- ⑥ Chapel
- ⑦ Guest Services
- ⑧ Gift Shop
- ⑨ Cath Lab and Interventional Radiology Waiting Area
- ⑩ Imaging Services (CT, MRI, X-Ray)
- ⑪ Ladies Health Pavilion (Mammography)
- ⑫ Laboratory check-in
- ⑬ Lab after hours
- ⑭ Outpatient Surgery Check-in
- ⑮ Outpatient Surgery Waiting Area
- ⑯ Vending - 3 Locations

## West Tower Lower Level

- ⑰ Administration
- ⑱ Cafeteria and Atrium Seating
- Conference Rooms

## West Tower

- 3rd Floor | Patient Rooms 301-312  
Family Center 314-329  
Lounge and Vending
- 4th Floor | Patient Rooms 401-431  
Visitor Lounge
- 5th Floor | Patient Rooms 501-584
- 6th Floor | Patient Rooms 601-684



### East Tower Lobby Level

- 19 Family Center Admissions**
- 20 EMERGENCY**

### East Tower

4th Floor | Intensive Care Unit

### Medical Office Building

2nd Floor, Lobby Level

Suite 200 | Blue Ridge Digestive Health

3rd Floor

Suite 300 | Family Medical Associates

Suite 330 | Geriatrics and Neurology

4th Floor

Suite 400 | Women's Health Group

5th Floor

Suite 530 | Blue Ridge Cardiology

Urology and Surgery

6th Floor

Suite 600 | Blue Ridge Pulmonology & Sleep

Suite 602 | Cardiac Rehabilitation

# Graduate Medical Education Policies and Procedures

## GME POLICY 011: RESIDENT/FELLOW STIPENDS AND BENEFITS

Created: 6/2015

Reviewed/Revised: 6/2015; 8/2015; 6/2017; 1/2018; 4/2019; 3/2020; 2/2021; 2/2022; 5/2023; 2/2024; 2/2025

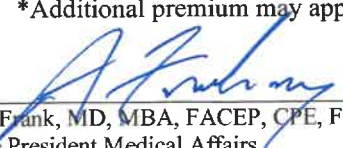
Recommendations to the Sponsoring Institution's administration regarding resident-fellow stipends and benefits are reviewed annually. (Institutional Requirement I.B.4.b).(3))

1. During the 2025 – 2026 academic year, salaries for House Staff in the Graduate Medical Education Programs at UNC Health Blue Ridge are as follows. CME amounts for each year are PGY-1 \$1,000; PGY-2: \$1200; PGY-3: \$2500; and PGY-4 through PGY-6 \$2700.

PGY LEVEL	SALARY
PGY-1	\$56,903
PGY-2	\$58,938
PGY-3	\$61,500
PGY-4	\$64,559
PGY-5	\$66,812
PGY-6	\$69,833

As a resident/fellow with UNC Health Blue Ridge a wide variety of excellent benefits are provided. Benefit information is provided during interviews and when changes are made. Information is also publicly available on the program's website.

2. Some of the benefits accessible to residents/fellows and their eligible dependents include:
  - One time \$1000 Relocation Reimbursement
  - Reimbursement for Scrub Purchase (\$100 for 1<sup>st</sup> years; \$40 for subsequent years)
  - Paid time off: 22 days annually
  - MKSAP materials purchased by organization (deducted from CME)
  - Board Review Course and Board Exam (\*limitations may apply)
  - Continuing Medical Education budget
  - Food allowance
  - \*Medical and Dental Insurance Plans
  - \*Prescription drug discounts
  - \*Group life insurance
  - \*Short and long-term disability
  - Tax deferred annuity (403b)
  - Medical and daycare spending accounts
  - Employee Wellness Program
  - Phifer YMCA Wellness Center discounts
  - Employee Assistance Program
  - Employee Emergency Fund
  - Scholarships and tuition assistance
  - Group discounts
  - Banking services
  - \*Additional premium may apply

  
Anthony J. Frank, MD, MBA, FACEP, CPE, FAAPL  
Senior Vice President Medical Affairs  
Chief Medical Officer  
Designated Institutional Official

  
Date



## **GME POLICY 012: RESIDENT/FELLOW PAID TIME OFF AND LEAVE OF ABSENCE**

*Created: 6/2011*

*Reviewed/Revised: 6/2013; 6/2014; 6/2015; 2/2016; 9/2016; 1/2017; 1/2018; 7/2018; 4/2019; 7/2019; 3/2020; 10/2020; 2/2021, 5/2021, 10/2022, 5/2023; 11/2023; 11/2024*

### **PURPOSE**

Residents and Fellows will receive Paid Time Off (PTO) each academic year as indicated below. Under qualifying circumstances, residents/fellows have the option of receiving an extension through the Family Medical Leave Act (FMLA) or other approved leaves of absence(s). Any leave of absence may impact the criteria for satisfactory completion of the program and may impact the resident's/fellow's eligibility to participate in examinations by the relevant certifying board(s). In order to meet the requirements of length of training, an extension or "make up time" at the end of the residency/fellowship period will follow the appropriate Residency Review Committee guidelines, relevant certifying board certification requirements, and will be discussed with the resident/fellow at the initiation of their leave or as soon as the information is available. **Institutional Requirements [IV.H. – IV.H.1.g]**

### **Leave(s) of Absence**

1. It is the responsibility of each Program Director, DIO, and/or GME staff to advise residents/fellows of the effect of any leave of absence on satisfying the criteria for completion of the residency/fellowship program and eligibility for certification by the relevant certifying board.
2. Current requirements for program completion and eligibility for specialty board examinations is available to all trainees via the specialty board's website as well as through a link is provided in New Innovations.
3. Resident/Fellow time off guidelines and GME Policy 012 are presented annually to all trainees during the onboarding process and during the annual renewal of the House Staff Agreement.
4. Trainees have access to all GME policies through a link in New Innovations and through the GME office. Trainees are required to review GME policies annually which is monitored in New Innovations and follow up is provided to those in non-compliance.
5. Resident/fellows will be provided with a minimum of six weeks of approved medical, parental, and caregiver leave(s) of absence for qualifying reasons that are consistent with applicable laws at least once and at any time during their program, starting the day the resident/fellow is required to report.
6. Residents/fellows will be provided with at least the equivalent of 100 percent of their salary for the first six weeks of the first approved medical, parental, and caregiver leave(s) of absence.
7. Residents/fellows will be provided with a minimum of one week of paid time off reserved for use outside of the first six weeks of the first approved medical, parental, or caregiver leave(s) of absence taken.
8. The program will ensure the continuation of health and disability insurance benefits for residents/fellows and their eligible dependents during any approved medical, parental, or caregiver leave(s) of absence.


If questions or concerns arise, trainees are advised to seek guidance from the Program Director, DIO, and/or GME staff.

**Paid Time Off (PTO) including Sick Days**

1. PGY-1 residents are permitted 22 days of PTO each academic year to be used for personal time off (including Sick Days).
  - a. Up to 5 business days may be used for Time off for poster presentations, CME, and exams (can be extended over 5 days with special approval from program director) and will not be deducted from the 22 days of PTO/year. Reimbursement for conference attendance where a candidate is presenting is to be restricted to 2 nights stay and will depend on the applicants CME funds available.
2. PGY-2 residents are permitted 22 days of PTO each academic year to be used for personal time off (including Sick Days).
  - a. Up to 5 business days may be used for Time off for poster presentations, CME, and exams (can be extended over 5 days with special approval from program director) and will not be deducted from the 22 days of PTO/year. Reimbursement for conference attendance where a candidate is presenting is to be restricted to 2 nights stay and will depend on the applicants CME funds available.
3. PGY-3 through PGY-6 fellows are permitted 22 days of PTO each academic year to be used for personal time off (including Sick Days), or interviews.
  - a. Up to 5 business days may be used for Time off for poster presentations, CME, and board preparation (can be extended over 5 days with special approval from program director) and will not be deducted from the 22 days of PTO/year. Reimbursement for conference attendance where a candidate is presenting is to be restricted to 2 nights stay and will depend on the applicants CME funds available.
  - b. Permitted time off for interviews will be limited to 6 days and will not be deducted from the 22 days of PTO/year. A time off request form and the itinerary for the interview day will be required before approval is granted.
  - c. Graduating PGY-3 residents and PGY-6 fellows will be granted 5 days of leave during the last week of June, for transition to further specialty training or employment. Those 5 days will not be deducted from the 22 days of PTO/year.
4. A 30-day notice for time off must be provided, with the exception of an emergency. Any requests received with less than 30 days' notice will be reviewed on a case-by-case basis and approved at the discretion of the Program Director/Associate Program Director.
5. To promote resident wellness, out of the PTO days (22) allowed per academic year, two weeks of vacation (10 days) must be used as follows:
  - a. One week of vacation (5 consecutive working days) must be used during the 1st half of the academic year (July – December).
  - b. One week of vacation (5 consecutive working days) must be used during the 2nd half of the academic year (January – June).
6. Multiple requests to take off extended weekends, including Friday's and Monday's during the same rotation, require Program Director approval.
7. Vacation scheduling will be done on a first come, first serve basis.
8. No more than one week of vacation (5 days) is allowed to be taken off during any rotation (flexible with program directors approval).
9. Program Assignment, performing duties required of or benefiting the institution or program, may be granted outside of the standard requirements for time off, i.e., residency recruitment events, chief resident workshop, BLS/ACLS at UNC Health Blue Ridge.
10. Vacation time is not transferable from one academic year to the next academic year.
11. Individual programs may have additional requirements/exceptions for allowable time off for residents /fellows while on specific rotations.
12. No vacation will be taken during the last week of June or the first week of July (exception for graduating residents with program director's approval).

**PROCESS**

1. Resident/fellow will follow program specific process for requesting time off.

  
\_\_\_\_\_  
Anthony J. Frank, MD, MBA, FACEP, CPE  
Senior Vice President Medical Affairs  
Chief Medical Officer  
Designated Institutional Official

  
\_\_\_\_\_  
Date

## **GME POLICY 015: Resident/Fellow Eligibility, Recruitment, Selection, and Appointment**

*Created: 06/2015*

*Reviewed/Revised: 6/2015; 7/2019; 2/2022; 5/2025*

*\*Policies 015, 016, 017, 018 were combined into this one policy during 5/2025 revision*

In accordance with the Accreditation Council for Graduate Medical Education (ACGME) Institutional Requirements, UNC Health Blue Ridge has established and maintains comprehensive policies for the recruitment, selection, eligibility, and appointment of residents and fellows. These policies are applicable across all ACGME-accredited programs and are regularly monitored for compliance.

### **Eligibility Criteria for Appointment** (*ACGME Institutional Requirements 4.2. – 4.2.a.3.*)

- Applicants must meet one of the following educational qualifications:
- Graduation from a U.S. or Canadian medical school accredited by the Liaison Committee on Medical Education (LCME)
- Graduation from a U.S. osteopathic medical school accredited by the American Osteopathic Association (AOA)
- Graduation from a medical school outside the U.S. or Canada and meeting one of the following additional qualifications:
  - Hold a valid ECFMG certificate
  - Hold a full and unrestricted U.S. medical license in their current ACGME specialty
- All residents and fellows must be appropriately licensed in North Carolina
- If required, maintain membership in their relevant specialty college throughout training

### **Examination Requirements**

- Residents must take COMLEX Level 3 and/or USMLE Step 3 during PGY-1, unless granted an extension by the Program Director.
- A passing score must be submitted by April 1 of PGY-2 to be eligible for PGY-3 advancement.

### **Recruitment and Selection Process**

- All PGY-1 and fellowship applicants must apply through the Electronic Residency Application Service (ERAS®).
- All positions at the PGY-1 or fellowship level must be filled via NMS and/or NRMP, in full compliance with their rules.

- Each program must use internal ranking policies and submit ranked applicant lists to the DIO.
- Recruitment will be conducted without regard to protected categories as per UNC Health Blue Ridge guidelines.
- Applicants invited to interview must receive written or electronic information including (*ACGME Institutional Requirements 4.2.b.*):
  - Sample House Staff Agreement (*ACGME Institutional Requirements 4.3.*)
  - Eligibility criteria for board certification (*ACGME Institutional Requirements 4.3.a.11.*)
  - The program's educational aims
  - Financial support, leave policies, insurance coverage (including professional liability and disability insurance), and additional GME/BRHC benefits (*ACGME Institutional Requirements 4.2.b.1. – 4.2.b.3.*)

### **Transfer Applicant Policy**

Applicants seeking to transfer into one of the UNC Health Blue Ridge training programs must meet the following criteria:

1. No gap in training >12 months (excluding military); exceptions need GMEC approval
2. No mid-year transfers
3. Letter explaining reason for transfer
4. Letter of good standing from current Program Director with performance record
5. Faculty letter of reference
6. USMLE/COMLEX scores compliant with NC Medical Board & ACGME; max one failure per step
7. Continuity clinic weeks and patient encounters must meet ACGME requirements
8. Documentation of remediation (if applicable)
9. Explanation for off-cycle status (if applicable)
10. Verification of prior education and competency-based evaluation from current Program Director (*ACGME Common Program Requirements (Residency) 3.5.*; *ACGME Common Program Requirements (Fellowship) 3.4.*)
11. Final approval by DIO and GMEC after documentation review



Medical Education


## **GME POLICY 043: RESIDENT/FELLOW SCHOLARLY EXPENSE ALLOWANCE**

*Created: 3/2017*

*Reviewed/Revised: 4/2017; 1/2018, 4/2019; 3/2020, 10/2022, 11/2023; 11/2024*

1. Residents are allowed a total of \$4,700 over a 3-year residency period for scholarly activities. The \$4,700 is divided over each academic year and the funds are available July 1, through June 30, as listed below.
  - PGY-1: \$1,000 plus allowance to cover purchase of required textbooks & MKSAP subscription ordered by GME and deducted from residents CME allocation
  - PGY-2: \$1,200
  - PGY-3: \$2,500
2. Fellows are allowed a total of \$8,100 over a 3-year fellowship period for scholarly activities. The \$8,100 is divided over each academic year and the funds are available July 1, through June 30, as listed below. If the fellowship is 1-year in duration, the PGY-4 allowance will be provided.
  - PGY-4: \$2,700
  - PGY-5: \$2,700
  - PGY-6: \$2,700
3. No annual allotment is to exceed the limits for an individual resident or fellow. The annual allotment is based on academic year, not calendar year. The annual total allotment cannot be exceeded for the combination of all scholarly expenses.
4. The Designated Institutional Official (DIO), or designee, is responsible for ensuring compliance with the maximum reimbursement for each resident/fellow. A programmatic tracking system is required to reconcile these expenses annually.
5. The DIO, or designee, is responsible for periodically auditing the individual residency/fellowship program tracking systems.
6. If the funds are used for travel to educational offerings, the UNC Health Blue Ridge Travel Policy must be followed to acquire approval and to reconcile each claim for expense reimbursement. The policy must be followed in order to obtain reimbursement.
7. **Meals and Beverages:** Per policy, UNC Health Blue Ridge shall reimburse the reasonable cost of meals during the course of activities associated with approved travel. Meal expenses shall be reviewed for reasonableness and must be supported with detailed receipts. Meal expenses over and above the limits set below may be at the expense of the traveler.
  - a. Maximum meal reimbursable amounts: \$25 breakfast, \$25 lunch, \$50 dinner
  - b. UNC Health Blue Ridge shall reimburse reasonable gratuities, not to exceed 20%, for meal service
  - c. Alcohol will not be reimbursed
8. **Lodging:** As per UNC Health Blue Ridge Travel and Business-Related Expenses policy, unless convention room rates apply, the arrangements for lodging shall be as economical as possible.

9. With GME approval, residents/fellows may use their CME allotment for:
  - a. Travel and registration expenses associated with approved medical educational offerings
  - b. Question banks and other exam prep study materials and/or workshops
  - c. Medical texts and periodicals
  - d. Medical software applications
  - e. Medical professional membership dues
  - f. Medical journal subscriptions
  - g. Medical equipment such as stethoscopes (\$200 toward purchase), OMT table (\$300 toward purchase), smart device for EPIC use, or reimbursement for cell phone expenses (\$500 toward purchase or reimbursement). These items are limited to one-time purchase during residency/fellowship period.
  - h. USMLE Step 3/COMLEX Level 3 exams, will be reimbursed by GME with a passing score. Exams must be taken and passed within the first year of residency consistent with House Staff Agreement.
  - i. Internal Medicine/Family Medicine board certification exams for entering PGY-4 fellows, taken during the PGY-4 year.
  - j. Internal Medicine/Family Medicine board certification exams for third year residents, registering to take the exam
  
10. Annually, Residents/Fellows with Program Director approval may apply to the DIO for additional funds via the Scholarly Expense Application, up to \$1,000, to be used for scholarly presentation expenses. These funds are made available once the trainees CME balance has been exhausted.
  - a. Additional resident funds are intended to be used for scholarly research and academic podium and poster presentations.
  - b. Expenses accrued by fellows during attendance at program required specialty training courses are covered as a CME expense. Fellows may apply for up to \$1,000 via the Scholarly Expense Application for such required courses if their CME balance has been exhausted.
  
11. Use of allotment for scholarly expenses must be in accordance with UNC Health Blue Ridge and GME travel and reimbursement policies.
  
12. Refer to GME policy 012. Resident Vacation and Leaves of Absence regarding time off for educational meetings.
  
13. It is not required that each resident utilize the entire annual allowance. Any unused annual funds cannot be carried over to the next academic year.
  
14. Specific exclusions to this policy include equipment purchases over \$500, any computer hardware, and audio/video recording devices, e.g. digital cameras.

  
\_\_\_\_\_  
Anthony J. Frank, MD, MBA, FACEP, CPE  
Senior Vice President Medical Affairs  
Chief Medical Officer  
Designated Institutional Official

  
\_\_\_\_\_  
Date

**GME POLICY 043: RESIDENT/FELLOW SCHOLARLY EXPENSE ALLOWANCE**

**Scholarly Expense Application**

Annually, Residents/Fellows with Program Director approval may apply to the DIO for additional funds via the Scholarly Expense Application, up to \$1,000, to be used for scholarly presentation expenses. These funds are made available once the trainees CME balance has been exhausted.

- a. Additional funds are intended to be used for scholarly research and academic podium and poster presentations.
- b. Expenses accrued by fellows during attendance at program required specialty training courses are covered as a CME expense. Fellows may apply for up to \$1,000 via the Scholarly Expense Application for such required courses if their CME balance has been exhausted.

**Conference Expenses**

**Resident/Fellow Name:** \_\_\_\_\_ **Conference Date:** \_\_\_\_\_

**Conference Name & Location:** \_\_\_\_\_

Registration fee	Include pre/post conference session fees	\$
Conference materials	Books, software, etc.	\$
Flight		\$
Lodging		\$
Transportation	Airport – Hotel – Venue	\$
Mileage		\$
Food expenses		\$
Misc. expenses (baggage tips, etc.)		\$
	<b>Total Estimate Expenses</b>	\$
	<b>Current CME Balance</b>	\$
	<b>Estimated Amount Requested</b>	\$

**Conference Return on Investment**

Use this guide to develop an estimate of benefits received for attending the conference. Your goal is to explain how your attendance is an investment/benefit into the goals of the organization and residency/fellowship programs.

Networking Benefit	
Teambuilding	
Current or Future Tools, Technology, or Processes	
Exploring Resources or Vendors	
Skill Development	

## APPOINTMENT TO HOUSE STAFF AGREEMENT

This Appointment to House Staff Agreement (this “**Agreement**”) is entered into as of <<Enter Contract Effective Date>> by and between **BLUE RIDGE HEALTHCARE SYSTEM, INC.** (“**BRHC**”) and <<Enter Resident Name>> (“**Resident**”). *Institutional Requirement IV.C; IV.C.1*

### Statement of Purpose

BRHC desires to appoint Resident as a member of BRHC’s House Staff participating in BRHC’s graduate medical education resident training program (the “**Program**”) and Resident desires to accept such appointment, on the terms and conditions set forth in this Agreement.

In consideration of the foregoing, the mutual agreements contained herein, and other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the parties agree as follows:

#### **Duration of Appointment** *Institutional Requirement IV.C.2.b)*

**1. Appointment and Term.** Subject to the terms and conditions of this Agreement, BRHC hereby appoints Resident as a member of BRHC’s House Staff and assigned to the department <<Enter Department>> (“**Program**”) and Resident desires to accept such appointment, commencing on <<Enter Contract Effective Date>>, or such later date that the conditions precedent set forth in Section 12 have been met, and ending on **June 30** <<Enter Year>> (the “**Term**”), unless earlier terminated pursuant to Sections 14 and 15.

#### **Financial Support** *Institutional Requirement IV.C.2.c)*

**2. Salary.** BRHC shall provide to Resident an annual salary of <<Enter Salary>> payable in biweekly installments in accordance with BRHC’s customary payroll practices. The annual salary may be increased by BRHC from time to time. BRHC may withhold from any amounts payable under this Agreement such federal, state, and local taxes or other amounts required to be withheld pursuant to applicable law.

#### **Benefits, Professional Liability Insurance, and Leaves of Absence** *Institutional Requirement IV.C.2.f); IV.C.2.g); IV.C.2.h); IV.C.2.i); IV.C.2.j); IV.G.1; IV.G.2*

**3. Benefits.** During the Term, in accordance with standard employee benefits package BRHC shall provide Resident with health and dental insurance, life and disability insurance, and professional liability insurance, including a reporting endorsement (tail coverage) in accordance with BRHC’s House Staff Policy “**#019 Professional Liability Insurance.**” BRHC shall also provide Paid Time Off (PTO) leave of absence benefits in accordance with BRHC’S House Staff Policy “**#012 Resident Vacation and Leaves of Absence**”. Under qualifying circumstances, residents/fellows have the option of receiving an extension through the Family Medical Leave Act (FMLA) or other approved leaves of absence(s). Any leave of absence may impact the criteria for satisfactory completion of the program and may impact the resident’s/fellow’s eligibility to participate in examinations by the relevant certifying board(s). In order to meet the requirement of length of training, an extension or “makeup time” at the end of the residency/fellowship period will follow the appropriate certifying board certification requirements and will be discussed with the resident/fellow at the initiation of the leave or as soon as the information is available. The program director, with recommendation by the Clinical Competency Committee, reserves the right to enact the American Board of Internal Medicine Deficits in Training policy (or other relevant specialty board policy) for applicable residents.

4. Counseling and psychological support services are provided in accordance with BRHC's House Staff Policy "**#010 Counseling and Psychological Support of Residents,**" in each case, as generally made available to similarly situated employees of BRHC from time to time. Health, dental, life and disability insurance as well as professional liability insurance shall begin on the first day of the Term. Other benefits shall be provided in accordance with BRHC employment policies and procedures and are defined in the BRHC Policy and Procedure manual.

**Vacation & Continuing Medical Education** *Institutional Requirement IV.C.2.i)*

5. **Vacation and Continuing Medical Education.** Resident shall be entitled to twenty-two (22) days for vacation and continuing medical education during the Term. Such vacation and continuing medical education days must be scheduled with the chief resident of the Program and otherwise taken in accordance with BRHC's House Staff Policy "**#012 Resident Vacation and Leaves of Absence.**" Vacation or continuing medical education days not taken during the Term may not be carried forward and shall expire if not used during the Term. No additional payments shall be made to Resident for vacation or continuing medical education days not taken upon termination of this Agreement or otherwise.

**Duty Hours & Supervision** *Institutional Requirement IV.C.2.l)*

6. **Duty Hours and Call Schedules.** Resident shall perform his or her duties under this Agreement during such hours as the Program Director may direct in accordance with BRHC's House Staff Policy "**#007 Resident Duty Hours,**" applicable federal, state and local laws, rules, regulations and policies, and Accreditation Council for Graduate Medical Education ("ACGME") requirements. If a scheduled duty assignment is inconsistent with such policies, laws, rules, regulations or requirements, Resident shall bring such inconsistency to the Program Director as soon as possible who shall take the necessary steps to reconcile or cure such inconsistency.

7. **Moonlighting.** Moonlighting is defined as working for compensation in addition to performing the regular duties as a resident at BRHC. Moonlighting is not encouraged, but may be permitted when in compliance with BRHC's House Staff Policy "**#006 Moonlighting.**"

8. **Faculty Responsibilities and Supervision.** BRHC will provide, to the best of its ability, appropriate faculty supervision of Resident at all levels of training to ensure that Resident provides safe and effective care and ensure that Resident is not subjected to responsibilities beyond his/her capabilities.

**Obligations & Accommodations** *Institutional Requirement III.B.7.d); IV.C.2.k)*

9. **Obligations of BRHC.** During the Term, BRHC shall use its best efforts, with available resources, to provide an educational training program and environment that meets the applicable ACGME accreditation standards. In addition, BRHC shall provide Resident with appropriate meals and sleeping quarters during such times as Resident is taking formal night call, laboratory coats, laundry service for laboratory coats, and parking. BRHC will provide to the Resident all information related to his/her eligibility for specialty board examinations.

10. **Accommodation for Disabilities.** BRHC will comply with all legal obligations to Residents with disabilities. Procedures for accommodations are set forth in the Blue Ridge HealthCare Hospitals, Inc. Policy (PR 150.01) entitled "**Individuals with Disabilities.**"

11. **Harassment and Discrimination.** BRHC will not tolerate harassment or discrimination. For further details, see BRHC's House Staff Policy "**#025 Harassment,**" and BRHC's Human Resource

Policy entitled “*Harassment.*”

**Resident Responsibilities** *Institutional Requirement IV.C.2.a)*

- 12. Certain Obligations of Resident.** During the Term, Resident shall do the following:
- a. Participate fully in the educational and scholarly activities of BRHC’s residency training program;
  - b. Use his or her best efforts to provide safe, effective, and compassionate patient care and present at all times a courteous and respectful attitude toward all patients, colleagues, employees and visitors at BRHC and its facilities;
  - c. Provide clinical services commensurate with his or her level of advancement and responsibilities under appropriate supervision under circumstances and at locations covered by BRHC’s professional liability insurance maintained for Resident;
  - d. Abide by all applicable federal, state and local laws, rules, regulations and policies, including the North Carolina Medical Board, as applicable, and other appropriate governmental agencies and departments and by the standards required to maintain accreditation by ACGME, the Residency Review Committee and the Joint Commission on Accreditation of Healthcare Organizations and any other relevant accrediting, certifying, or licensing organization, including the legible and timely completion of patient medical records, charts, reports, statistical operative and procedure logs, evaluations, and other documentation required by such agencies and organizations;
  - e. Abide by all applicable rules, regulations, bylaws, policies, practices, and procedures of BRHC, its clinical departments and its facilities and the Medical Staff as in effect from time to time, including the House Staff Policies. A copy of the House Staff Policies in effect as of the date hereof have been provided to Resident as part of the contract package and Resident hereby acknowledges that he or she has read and understands such policies;
  - f. Submit to drug screens pursuant to BRHC’s pre-employment, random, and reasonable suspicion drug screening program for its employees;
  - g. Refrain from taking any action or making any statements with the intention or effect of disparaging the goodwill or reputation of BRHC or its affiliates;
  - h. Take the USMLE Step 3 and/or the COMLEX Step 3 exam prior to the end of the first year of the Term; and
  - i. Furnish such further information, execute, and deliver such other documents, and do such other acts and things, in each case as BRHC reasonably requests at any time for the purpose of carrying out the intent of this Agreement.
- 13. Conditions Precedent to Effectiveness.** This Agreement shall become effective on the date that each of the following conditions has been satisfied:
- a. The Designated Institutional Official of BRHC shall have received (i) a completed ERAS common application form, including an official medical school transcript, and proof of satisfactory completion of COMLEX 1, II (CE and PE) and/or USMLE Step 1, Step 2 (CK and CS); (ii) a copy of the Resident’s medical school diploma; (iii) proof of legal employment status (*i.e.*, birth certificate, passport, naturalization papers, valid visa, etc.); (iv) a copy of a resident training license or full/unrestricted license (as required by BRHC) in Resident’s name from the North Carolina Medical Board, as applicable;
  - b. Resident shall have submitted to a pre-employment drug screen under BRHC’s pre-employment drug screening program and such drug screen shall have been negative;
  - c. Resident shall have active certification in the relevant life support course or courses (*i.e.*, Basic Life Support, Advanced Cardiovascular Life Support, Pediatric Advanced Life Support); and
  - d. Resident shall have complied with all other pre-employment requirements of BRHC and that

are generally applicable to similarly situated residents and employees.

**Grievance Procedures & Due Process** *Institutional Requirement IV.C.2.d); IV.C.2.e)*

**14. Reappointment and Promotion to Subsequent PGY level.** Resident will be monitored and counseled regarding his or her status within the Program, including whether or not he or she is on track to reach the milestones as set by the Program. If the milestones are met in each of the six competencies, Resident shall be appointed to the next PGY level for a subsequent term. If milestones are not reached, BRHC may take corrective action, up to and including suspension or termination in accordance with policy “#008. *Reappointment and Promotion to a Subsequent PGY Level*” and policy “#009 *Residency Remediation, Grievance, Suspension, Dismissal & Appeals.*”

**15. Grievance & Termination.** This Agreement is subject to termination prior to expiration of the Term in accordance with BRHC’s House Staff Policy “#009 *Residency Remediation, Grievance, Suspension, Dismissal & Appeals*” as follows:

- a. By BRHC due to Resident’s failure to comply with the terms of this Agreement, substandard or unsatisfactory performance, unprofessional or illegal conduct (including a positive drug screen pursuant to BRHC’s policy), debarment or exclusion from federal program participation, or conduct disruptive to the operation of BRHC, its affiliates, or the Program; or
- b. By Resident upon thirty (30) days prior written notice.

**16. Effect of Termination.** If this Agreement is terminated prior to the expiration of the Term or if this Agreement is terminated as a result of the expiration of the Term, Resident shall be entitled to receive the compensation and benefits earned through the effective date of termination. Except as expressly provided above or as otherwise required by law, BRHC shall have no obligations to Resident in the event of the expiration or termination of this Agreement for any reason. BRHC shall comply with the obligations imposed by state and federal law and regulations to report instances in which Resident is not reappointed or is terminated for reasons related to alleged mental or physical impairment, incompetence, malpractice or misconduct, or impairment of patient safety or welfare.

**Professional Liability Insurance** *Institutional Requirement IV.C.2.f)*

**17. Litigation Support.** If BRHC is investigating, evaluating, pursuing, contesting or defending any incident, proceeding, charge, complaint, claim, demand, notice, action, suit, litigation, hearing, audit, investigation, arbitration or mediation, in each case whether initiated by or against BRHC (collectively, “*Proceeding*”), Resident shall cooperate with BRHC and its counsel in the evaluation, pursuit, contest or defense of the Proceeding and provide such testimony and access to books and records as may be necessary in connection therewith. If the Resident or anyone with whom the Resident works receives, on his/her behalf, any summons, complaint, subpoena, or court paper of any kind relating to activities in connection with this Agreement or the Resident’s activities at BRHC or its facilities, the Resident agrees to immediately report this receipt and submit the document received to BRHC’s Office of the General Counsel. This section 16 shall survive termination of the Agreement.

**18. Miscellaneous.**

- a. All paragraph and item headings are inserted for convenience only and do not expressly or by implication limit, define, or extend the specific terms of the section so designated. The word “including” in this Agreement means “including without limitation.” All words in this Agreement shall be construed to be of such gender or number as the circumstances require.
- b. This Agreement contains the entire understanding of the parties and shall be amended only by written instrument signed by both parties.

- c. This Agreement shall be governed by and interpreted under North Carolina law, without giving effect to the conflict of laws provisions thereof. Venue for any claims arising under this Agreement shall be a court of competent jurisdiction sitting in Burke County, North Carolina.
- d. Whenever a notice is required to be given in writing under this Agreement, such notice shall be given by certified mail, return receipt requested, and returned to the respective party at his or her last known address.
- e. Neither party may assign its rights or delegate its obligations hereunder without the prior written consent of the other party.
- f. The failure by either party to promptly exercise a right hereunder or to seek a remedy available hereunder because of a breach of this Agreement shall not be construed as a waiver of that right or a waiver of any remedy for that breach or any future breach of this Agreement.
- g. Nothing in this Agreement shall be construed as creating or giving rise to any rights in any third parties or any persons other than the parties hereto.

IN WITNESS WHEREOF, the parties hereto have executed and delivered this Agreement as of the date first written above.

**RESIDENT:** \_\_\_\_\_ **DATE:** \_\_\_\_\_

Name: \_\_\_\_\_

**BRHC: BLUE RIDGE HEALTHCARE SYSTEM, INC.**

By: \_\_\_\_\_

Name: Gary W. Paxson

Title: President and Chief Executive Officer

By: \_\_\_\_\_

Name: Anthony J. Frank, MD, MBA, FACEP, CPE

Title: Designated Institutional Official



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