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Subject: CPME and COVID-19 Statement about Resident and Fellow Employment

Note: This document will be updated as new information becomes available.

CPME continues to closely monitor the impact the COVID-19 (Coronavirus) outbreak is having on residency and fellowship training. CPME understands that each Institution is facing unique challenges in this unprecedented time. However, furloughs of residents or fellows are unacceptable to the CPME. While institutions may face the need to furlough a portion of staff, these actions must not affect the institution's commitment and obligation to provide continuity of training to residents and fellows. For the purpose of this guidance document, a furlough is defined as a temporary leave of absence from residency or fellowship training without or at reduced salary and/or benefits.

Sponsoring Institutions, including those that have declared Pandemic Emergency Status, must continue to comply with the CPME Institutional Requirements. Specifically, sponsoring Institutions must ensure the fulfillment of their obligations to residents and fellows as outlined in the written contract or letter of appointment that has been signed and dated by the chief administrative officer of the institution or designated senior administrative officer, the program director, and the resident or fellow. (Requirements 3.7, 3.8, and 3.9 in CPME publication 320, *Standards and Requirements for Approval of Podiatric Medicine and Surgery Residencies*.)

The CPME expects Institutions to honor the conditions of appointment specified in resident/fellow contracts. Conditions of resident/fellow appointment that are required by the CPME include, but are not limited to, resident compensation, health insurance benefits, professional, family, and sick leave benefits, leave of absence, professional liability insurance coverage, and other benefits if provided. The CPME also expects Institutions to honor policies outlined in the resident manual (requirement 3.10) related to the written mechanism of appeal that ensures due process for the resident and the sponsoring institution.

Additionally, CPME expects Institutions to honor their commitment to residents who have been accepted for the 2020-2021 training year through the CASPR match as well as current residents who will be continuing their training in 2020-2021.