

Eligibility and Selection Policy

Resident/fellow appointments (ACGME Institutional Requirements IV.B.1, IV.B.2, IV.B.2.a)-c), and IV.B.2.c).(1)-(3))

Residents are selected on a fair and equal basis without regard to sex, race, age, religion, color, national origin, disability, veteran status, or any other applicable legally protected status.

The GME staff will monitor programs for compliance with this policy on recruitment and appointment.

RESIDENT ELIGIBILITY:

Applicants with one of the following qualifications are eligible for appointment to programs, subject to additional qualifications as may be specified in specialty/subspecialty programs:

- Graduates of medical schools in the United States or Canada accredited by the Liaison Committee on Medical Education (LCME)
- Graduates of colleges of osteopathic medicine accredited by the American Osteopathic Association (AOA)
- Graduates of medical schools outside of the United States or Canada must have a current certificate from the Educational Commission for Foreign Medical Graduates (ECFMG)
- Individuals applying for Fellowship programs must have completed a residency in an ACGME accredited program, or in an RCPSC accredited or CFPC accredited residency program located in Canada

A resident in our program must be a U.S. citizen, lawful permanent resident, or possess the appropriate documentation to legally train in the U.S.

RESIDENT SELECTION:

Resident applicants should apply through ERAS. All residency programs participate in the NRMP for entry level residents and will select residents according to NRMP policies and procedures. Each program will develop specialty specific criteria according to its own program's needs and those of the institution. These criteria may encompass preparedness, ability, aptitude, academic credentials, communication skills, and personal qualities such as motivation and integrity or other relevant personal, professional and educational characteristics of the candidate.

Applicants who are invited for an interview must be informed, in writing or by electronic means, of the terms, conditions, and benefits of appointment, either in effect at the time of the interview or that will be in effect at the time of their eventual appointment.

Beginning with the 2013 NRMP Main Residency Match, any program that participates in the NRMP Match must register and attempt to fill all of its positions through The Match or another national matching plan. This includes International Medical Graduates. One exception that may

occur is that of off-cycle appointments. If training would begin prior to February 1 in the year of The Match, the position can be offered outside The Match; if training would begin after February 1, the position must be filled through The Match.

If a position can be offered outside The Match within the foregoing rules and guidelines of the NRMP, the following conditions should be met before an "out-of-Match" position is offered and accepted:

Candidates who are graduates of international medical schools must be ECFMG certified. Medical students who are on-cycle in the 4th year are ineligible for an "outside-of-Match" position.

The candidate should be evaluated in a manner as similar as possible to the method the program uses for candidates who are selected in the NRMP Match.

The candidate should at a minimum be interviewed for the position by 2 faculty members who make recommendations to the Program Director. The residency program director who wishes to offer a candidate an "out-of-Match" position is responsible for ensuring that all conditions of the institution's GME policy are met (this includes coordinating the planned offer with the GME office and obtaining DIO consent; see below.)

A candidate who wishes to accept an "out-of-Match" position must sign an official PrimaryPlus Letter of Agreement for an outside The Match residency position. All letters of offer for residency training outside The Match must be reviewed by the Designated Institutional Official (or designee) prior to submission to the residency applicant.

As soon as is feasible, the applicant who has accepted an "out-of-Match" position should be required to sign an official PrimaryPlus GME employment contract.

Applicants who accept "out-of-Match" positions must be governed by the same rules and regulations and are entitled to the same salary and benefits as residents accepted through the NRMP Match.

Applicable Requirements

ACGME Institutional requirements effective 7/1/22

- Resident/Fellow Appointments (IV.B.-IV.B.2.c).(2)
 - o The Sponsoring Institution must have written policies and procedures for resident/fellow recruitment, selection, eligibility, and appointment consistent with ACGME Institutional and Common Program Requirements, and Recognition Requirements (if applicable), and must monitor each of its ACGME-accredited programs for compliance. (Core)

- An applicant must meet one of the following qualifications to be eligible for appointment to an ACGME-accredited program: (Core)
 - Graduation from a medical school in the United States or Canada accredited by the Liaison Committee on Medical Education (LCME); or, (Core)
 - Graduation from a college of osteopathic medicine in the United States, accredited by the American Osteopathic Association (AOA); or, (Core)
 - Graduation from a medical school outside of the United States or Canada and meeting one of the following additional qualifications: (Core)
 - Holds a currently-valid certificate from the Educational Commission for Foreign Medical Graduates prior to appointment; or, (Core)
 - Holds a full and unrestricted license to practice medicine in a United States licensing jurisdiction in his or her current ACGME specialty-/subspecialty program. (Core)

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