

## GRADUATE MEDICAL EDUCATION

### **POLICY: RESIDENT/FELLOW RECRUITMENT**

GME Policy and Procedure Manual

<b>Department Responsible</b> Graduate Medical Education	<b>Updated</b> 3/2/2016	<b>Effective Date</b> July 1, 2016	<b>Next Review/Revision Date</b> April 2021
<b>Title of Person Responsible</b> Designated Institutional Official	<b>Approved Council:</b> Graduate Medical Education Committee		<b>Date Approved by Council</b> June 1, 2016

### **POLICY**

The Sponsoring Institution must have written policies and procedures for resident/fellow recruitment and appointment, and must monitor each of its ACGME-accredited programs for compliance.

#### **Resident Eligibility and Selection Requirements**

All training programs at the hospital must participate in the National Residency Matching Program (NRMP). All applicants must meet one of the following qualifications to be eligible for appointment to an ACGME-accredited program:

1. graduated from a medical schools in the United States or Canada, accredited by the Liaison Committee on Medical Education (LCME); or;
2. graduated from a college of osteopathic medicine in the United States, accredited by the American Osteopathic Association (AOA); or
3. graduated from a medical school outside the United States or Canada and meeting one of the following additional qualifications:
  - a) Holds a currently-valid certificate from the Educational Commission for Foreign Medical Graduates prior to appointment; or,
  - b) Holds a full and unrestricted license to practice medicine in a United States licensing jurisdiction in his or her current ACGME specialty/subspecialty program; or
  - c) Has graduated from a medical school outside the United States and has completed a Fifth Pathway\*\* program provided by an LCME-accredited medical school.

An applicant invited to interview for a resident/fellow position must be informed, in writing or by electronic means, of the terms, conditions, and benefits of appointment to the ACGME-accredited program, either in effect at the time of the interview or that will be in effect at the time of his or her eventual appointment.

- a. Information that will be provide includes: financial support, vacations, parental, sick and other leaves of absence; and professional liability, hospitalization, health,

disability and other insurance accessible to residents/fellows and their eligible dependents.

The hospital complies with all ACGME requirements related to resident support, and benefits and conditions of employment.

All applications are extensively reviewed by faculty and staff to ensure that the best-qualified applicants are selected for interviews. Faculty and residents assess their communication skills, motivation and integrity; all applicants are interviewed. At the time of the interview, all applicants are advised, in writing, that background checks will be conducted on all residents prior to final appointment.

### **Non-Discrimination**

No person seeking an appointment as a resident in an ACGME approved training program shall be discriminated against because of race, color, religion, marital status, national origin, ancestry, sex, sexual orientation, physical or mental disability, medical condition as defined by the California Fair Employment and Housing Act, status as a Vietnam-era veteran or disabled veteran, or within the limits imposed by law or Hospital regulations, because of age or citizenship.