

Policy Number: GME-304
Category: IR, **
Reviewed: April 2018

TITLE: Eligibility and Selection of Residents

POLICY: The Accreditation Council for Graduate Medical Education Institutional Requirements requires written policies on the recruitment and appointment of residents. Only residents eligible by ACGME requirements will be recruited and appointed.

DESCRIPTION:

Resident Eligibility:

Applicants with one of the following qualifications are eligible for appointment to University of Florida accredited residency programs:

- 1) Graduates of medical schools in the United States and Canada accredited by the Liaison Committee on Medical Education (LCME).
- 2) Graduates of college of osteopathic medicine in the United States accredited by the American Osteopathic Association (AOA).
- 3) Graduates of medical schools outside the United States and Canada who meet one of the following qualifications:
 - a) Have received a currently valid certificate from the Educational Commission for Foreign Medical Graduates prior to appointment, or
 - b) Have a full and unrestricted license to practice medicine in a U.S. licensing jurisdiction in which they are training
- 4) Graduates of medical schools outside the United States who have completed a Fifth Pathway program provided by an LCME-accredited medical school.
- 5) For individuals who are not US citizens or permanent residents, J-1 is the accepted visa. Consideration will be given to residents for

sponsoring H1-b visas for exceptional individuals with appropriate documentation.

6) All required clinical education for entry into ACGME-accredited FELLOWSHIP programs must be completed in an ACGME-accredited core residency program, or in an RCPSC accredited or CFPC-accredited core residency program located in Canada.

7) Fellowship programs must receive verification of each entering fellow's level of competency in the required field using ACGME or Can MEDS Milestones assessments from the core residency program.

8) With the approval of the Associate Dean for Graduate Medical Education, an ACGME-accredited fellowship program may accept an exceptionally qualified applicant, who does not satisfy the eligibility requirements listed above, but who does meet all of the following additional qualifications and conditions:

- Assessment by the program director and fellowship selection committee of the applicant's suitability to enter the program, based on prior training and review of the summative evaluations of training in the core specialty; and;
- Review and approval of the applicant's exceptional qualifications by the GMCE; and
- Satisfactory completion of the United States Medical Licensing Examination (USMLE) Steps 1, 2, and if the applicant is eligible, 3, and;
- For an international graduate, verification of Educational Commission for Foreign Medical Graduates (ECFMG) certification; and;
- Applicants accepted by this exception must complete fellowship Milestones evaluation (for the purposes of establishment of baseline performance by the Clinical Competency Committee), conducted by the receiving fellowship program within six weeks of matriculation.

PLEASE NOTE: APPROVAL OF FELLOWSHIP APPLICANTS WHO DO NOT MEET NORMAL ELIGIBILITY REQUIREMENTS WILL BE RARE.

Resident Selection

1. All sponsored programs must ensure that they select from among eligible applicants on the basis of residency program related criteria such as their preparedness, ability, aptitude,

academic credentials, communications, skills, and personal qualities such as motivation and integrity. Programs must not discriminate with regard to sex, race, age, religion, color, national origin, disability, or any other applicable legally protected status.

2. In selecting from among qualified applicants, all programs must participate in an organized matching program such as the National Resident Matching Program (NRMP), where such is available.
3. Programs participating in the NRMP or other match program must abide by the rules applicable.
4. Programs' compliance with residency eligibility selection rules will be confirmed by the Institutional Program Review Committee.
5. Residents seeking transfer from another program are governed by both this policy and the Resident Transfer policy.

APPROVED:

Graduate Medical Education Committee