


# Title: Graduate Medical Education - Resident Recruitment, Eligibility and Selection - Policy

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## I. Policy Statement

- A. The purpose of this policy is to set forth criteria, standards, and requirements for selecting new residents, as directed in the Accreditation Council for Graduate Medical Education (ACGME) common program requirements.
- B. This policy is important because physicians selected as residents must be eligible to practice as professionals as indicated by institutional and ACGME requirements and standards. Compliance with ACGME requirements is necessary for continued institutional and program accreditation.

## II. Definitions

- A. International Medical Graduate (IMG)
  - 1. A physician whose basic medical degree is conferred by a medical school located outside the US, Canada, or Puerto Rico

## III. Process/Content

- A. Programs must select applicants on the basis of preparedness, ability, aptitude, academic credentials, communication skills, and personal qualities, such as motivation and integrity.
- B. Discrimination by gender, race, age, religion, color, national origin, disability, or any other applicable legally protected status is prohibited.
- C. Restrictive covenants are not permitted.
- D. Each program director must be certain that each candidate meets all ACGME requirements, general Missouri State Licensing Board criteria (and immigration requirements, if applicable) before accepting the individual into the program.
- E. The acceptance of unqualified candidates can lead to withdrawal of certification by the ACGME.
  - 1. Programs will participate in an organized matching program, such as the NRMP, if available.

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- F. The primary verification process for new United States medical graduates consists of the following activities:
  - a. Application for residency through the Electronic Residency Application Service (ERAS) serves as primary verification.
  - b. Minimum documentation required includes:
    - a. Proof that the applicant is a graduate of a Medical Doctor (MD) or Doctor of Osteopathic Medicine (DO) medical school in the US or Canada which is accredited by the Liaison Committee on Medical Education (LCME) or the American Osteopathic Association (AOA), respectively.
    - b. Medical School Transcript
    - c. Letter from the Dean of the Medical School from which the candidate graduated
    - d. United States Medical Licensing Examination (USMLE) score
    - e. Letters of Reference
  - c. Also acceptable is completion of the Universal Residency Application with the above-listed documents attached. Transcripts must be verified with the medical school
- G. The primary verification process for Foreign-Born and International Medical Graduates (IMG) consists of the following activities:
  - 1. IMG's must hold one of the following if not a US Citizen:
    - a. J-1 visa (exchange visitor)
    - b. H-1B visa (temporary worker)
    - c. Immigrant visa
    - d. Green card
    - e. Immigration and Naturalization Services (INS) issued and approved work permit.
  - 2. Have a full, unrestricted license to practice medicine in the State of Missouri or hold an Educational Commission on Foreign Medical Graduates (ECFMG) Standard Certificate, which is a prerequisite to practice medicine in the US and is an eligibility requirement to take Step 3 of USMLE.
  - 3. A standard ECFMG Certificate is used for an applicant who meets the examination requirements, fulfills the medical education credentialing requirement, and clears their financial account with ECFMG. This certificate

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is considered valid if the “valid through” dates of the English test and Clinical Skills Assessment (CSA) is not later than the program start date.

4. In order for an applicant to obtain permanent validation of the certificate, ECFMG must receive documentation from an official of the program confirming the applicant’s entry to the program. At that time ECFMG will provide a “valid indefinitely” sticker to the holder of the certificate.
- H. Residents Entering a Program After Completing a Preliminary Year at Another Institution:
1. In addition to the requirements listed above, a resident entering a program after completing a preliminary year at another institution requires:
    - a. A letter from the program director of the resident’s preliminary year program indicating that the resident has successfully completed the preliminary year of training.
    - b. Written or electronic verification of previous educational experiences.
    - c. A summative, competency-based performance evaluation of the transferring resident.
- I. Graduates of Medical Schools Outside the United States Who Have Completed a Fifth Pathway Program Provided by an LCME Accredited Medical School
1. A Fifth Pathway program is an academic year of supervised clinical education provided by an LCME accredited medical school to students who meet the following conditions:
    - a. Have completed, in an accredited college or university in the United States, undergraduate premedical education of the quality acceptable for matriculation in an accredited United States medical school.
    - b. Have studied at a medical school outside of the United States and Canada, but that is listed in the World Health Organization Directory of Medical Schools.
    - c. Have completed all of the formal requirements of the foreign medical school except internship and/or social service.
    - d. Have attained a score satisfactory to the sponsoring medical school on a screening examination.
    - e. Have passed either the Foreign Medical Graduate Examination in the Medical Sciences, Parts I and II of the examination of the National Board of Medical Examiners, or Steps 1 and 2 of the United States Medical Licensing Examination.
- J. Physicians Entering a Fellowship

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1. Physicians entering a fellowship program need, in addition to the appropriate requirements listed above, the following:
  - a. A letter from the program director of the resident's previous program indicating that the fellow candidate has successfully completed the residency program.
  - b. Verification that the completed residency program is accredited and meets the ACGME requirements for entry into that particular fellowship.
  - c. A reference letter from the hospital where the physician previously practiced and a National Practitioners Data Bank (NPDB) query if the fellowship start date is not immediately after residency completion.

### **K. Restrictive Covenants**

1. ACGME accredited programs must not require residents to sign a noncompetition guarantee.

### **IV. Attachment**

Not Applicable

### **V. References, Regulatory References, Related Documents, or Links**

Not Applicable