

	<b>Graduate Medical Education</b>	
	GMEC Approval Date:	05/18/2023
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Policy Title: <b>Resident/Fellow Appointments</b>		
ACGME Institutional Requirement: <b>IV.B</b>	Page 1 of 2	

**I. Purpose**

To establish guidelines for eligibility, recruiting, and selecting applicants for LECOM residency/fellowship programs.

**II. Policy**

- A. GME programs will utilize the recommended standards/criteria for selection of candidates for their residency/fellowship programs.
- B. Candidates must be eligible for a Pennsylvania medical training license and meet program and institutional requirements.
- C. Any resident/fellow transferring from another program may not be selected without formal communication from the transferring resident/fellow's program director. Candidates for advanced placement must meet the eligibility requirements of the Specialty Board and ACGME.

**III. Procedure**

- A. Resident/Fellow Eligibility [IR: IV.B.2.]
  - 1. Applicants with one of the following qualifications are eligible for appointment to the ACGME residency/fellowship programs:
    - a. Graduates of medical schools in the US and Canada accredited by the LCME [IR: IV.B.2.a)]
    - b. Graduates of an AOA accredited College of Osteopathic Medicine [IR: IV.B.2.b)]
    - c. Graduates of medical schools outside the US and Canada who meet one of the following qualifications: [IR: IV.B.2.c)]
    - d. Holds a currently valid certificate from the Educational Commission for Foreign Medical Graduates (ECFMG) [IR: IV.B.2.c) (1)]
    - e. Possess a full and an unrestricted license to practice medicine in a US licensing jurisdiction in his or her current ACGME specialty/subspecialty program [IR: IV.B.2.c) (2)]
- B. Resident/Fellow Recruitment [IR: IV.B.3]
  - 1. 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/her eventual appointment.

C. Selection Criteria [IR: IV.B.1]

1. Programs will select residents/fellows from among eligible applicants on the basis of their preparedness, ability, aptitude, academic credentials, and interpersonal skills.
2. Programs will not discriminate with regard to race, age, religion, color, national origin, sex, gender identity or expression, sexual orientation, pregnancy, genetic information, HIV or AIDS status, disability, marital status, veteran status, presence of a non-job-related medical condition or handicap, or any other legally protected status. [IR III.B.8.]
3. Residency programs will participate in the National Residency/Fellowship Matching Program (NRMP)
4. Although the process of screening and interviewing applicants may be shared with members of the faculty, the final responsibility for resident/fellow selection rests with the program directors.

**IV. Resident/Fellow Requirements**

- A. All applicants are required to meet the requirements for and obtain Pennsylvania training licensure before the start of training. In general, this requires passage of USMLE or COMLEX 1 and 2 and obtaining necessary visas acceptable to the institution.
- B. Failure to obtain licensure on time will result in a hardship for the residency program and may result in the program petitioning for a waiver of NRMP commitment.