



GME Policy – Recruitment & Selection

PURPOSE

It is the policy of the Graduate Medical Education Committee (GMEC) that valid, fair, effective, and ethical criteria be applied to recruitment and appointment into supervised residency programs. Supervised programs will not discriminate with regard to age, gender, race, religion, color, creed, national origin, disability, sexual orientation, veteran status or any other applicable legally protected status.

PROCEDURE

Resident Recruitment

Only applicants participating in the National Resident Matching Program (NRMP) will be considered. Applicants must meet one of the following qualifications to be eligible for a position in graduate medical education at St. Joseph Medical Center (SJMC):

1. Graduates of medical school in the United States and Canada accredited by the Liaison Committee on Medical Education (LCME).
2. Graduates of colleges of osteopathic medicine in the United States accredited by the American Osteopathic association (AOA).
3. Graduates of medical schools outside of 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 verifying final medical diploma, or
 - b. Have a full, active and unrestricted license to practice medicine in a U.S. licensing jurisdiction.
4. Graduates of medical schools outside of the United States who have completed a Fifth Pathway Program provided by an LCME-accredited Medical School.
 - a. International medical graduates who are non-U.S. citizens must enter the training program on an ECFMG sponsored J-1 visa.

Non-eligible applicants will not be considered for selection into a SJMC residency program. To meet appropriate educational standards and national quality standards in preparation for medical licensure and certification by the American Board of Medical Specialties, Residents must successfully pass specified Steps of the United States Medical Licensing Examination (USMLE).

1. Steps 1 and 2 (CK and CS) or equivalent examinations (COMLEX-USA or MCCQE) must be completed prior to an offer to train in a SJMC residency program.

Resident Selection

Eligible applicants will be interviewed and selected based upon the established policies/procedures of individual programs. Residents may be evaluated and considered for possible appointment based on their:

1. Academic credentials,
2. Demonstrated ability,
3. Overall preparedness,
4. Communication skills,
5. Aptitude,
6. Motivation
7. Integrity), and
8. Other written criteria developed by the Program Director which do not violate the SJMC policy regarding Non-Discrimination.