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TITLE: Eligibility and Selection of Residents/Fellows

PROCEDURE:

- Programs should select from among eligible applicants on the basis of their preparedness, ability, aptitude, academic credentials, communication skills, and personal qualities such as motivation and integrity.
- Programs must provide equal employment opportunities to all applicants without regard to race, color, religion, sex, gender, gender identity, sexual orientation, national origin, age, physical or mental disability, genetic information, veteran status, ancestry, marital status, military service, unfavorable military discharge, or other legally protected status as required by applicable law. An applicant must meet one of the following qualifications as established by the ACGME:
 1. A graduate of a medical school in the United States or Canada accredited by the Liaison Committee on Medical Education (LCME); or
 2. A graduate of a college of osteopathic medicine in the United States or Canada accredited by the American Osteopathic Association (AOA); or,
 3. A graduate of a medical school outside the United States or Canada, and meeting one of the following additional qualification:
 - Holds a currently-valid certificate from the Educational Commission for Foreign Medical Graduates prior to appointment; or,
 - 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,
 - Has graduated from a medical school outside the United States and has completed a Fifth Pathway program provided by an LCME-accredited medical school.
 - GME sponsors J-1 visas and TN (Trade National) visas.
- MD applicants entering a residency training program at UVM Medical Center must have passed Step 1 and 2 (CK and CS) of USMLE prior to employment start date.
- DO applicants entering a residency training program at UVM Medical Center must have passed Step 1 and 2 (CE and PE) of COMLEX prior to employment start date.
 - Specific residency programs may require DO applicants to have passed Steps 1 and 2 of USMLE prior to employment start date. DO applicants should contact the UVM Medical Center residency program for further information.
- Residents shall not be promoted if s/he has not passed USMLE Step 3 (MDs) or COMLEX Part 3 (DOs) prior to the start of their PGY-3 year.
- Each program determines the appropriate maximum number of year's allowable post medical school or completion of a previous residency training program.
- Anyone entering a UVM Medical Center fellowship must be eligible for a full and unrestricted license to practice medicine in Vermont.

DEFINITIONS: None

REFERENCES: Accreditation Council for Graduate Medical Education, Institutional Requirements

OWNER: Karen Miller, Dir GME

APPROVING OFFICIAL: Melissa Davidson M.D., GMEC