

POLICY ON RESIDENT RECRUITMENT, ELIGIBILITY & SELECTION

Programs must select applicants on the basis of preparedness, ability, aptitude, academic credentials, communication skills and personal qualities such as motivation and integrity. Discrimination by gender, race, age, religion, color, national origin, disability or any other applicable legally protected status is prohibited. Restrictive covenants are not permitted.

Each program director must be certain each resident/fellow candidate meets all ACGME, general Missouri State Licensing Board criteria and immigration requirements before accepting the individual into the program. **The acceptance of unqualified candidates can lead to withdrawal of certification by the ACGME.** The primary verification process consists of the following activities:

Programs will participate in an organized matching program, such as the National Resident Matching Program (NRMP), if available.

A. New US Graduates

1. Application for residency/fellowship through the Electronic Residency Application Service (ERAS) serves as primary verification. (Minimum documents required: graduate of MD or DO medical school in the US or Canada which is accredited by LCME or AOA respectively; medical school transcript; Dean's letter; United States Medical Licensing Examination (USMLE) Step 1 and 2 scores or COMLEX score; reference letters) or:
2. Completion of the Universal Residency Application with the above stated documents attached. Transcripts must be verified with the school.

B. Foreign-Born and International Medical Graduates (IMG: a physician whose basic medical degree is conferred by a medical school located outside the US, Canada or Puerto Rico) must:

1. Hold J-1 visa (exchange visitor) H-1B visa (temporary worker), immigrant visa or "green card" or an Immigration and Naturalization Service (INS) issued or approved work permit if not a US citizen.
2. Have a full unrestricted license to practice medicine in the State of Missouri or hold an Educational Commission for 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 the USMLE. A Standard ECFMG Certificate is issued to an applicant who meets the examination requirements, fulfills the medical education credentialing requirement and clears their financial account with ECFMG. This Certificate is considered valid if the "valid through" dates of the English test and CSA is not later than the program start date. 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 which time, ECFMG will provide a "valid indefinitely" sticker to the holder of the Certificate.

C. Residents Entering a Program After Completing Preliminary Year at Another Institution - In addition to the requirements of A or B of this policy, requires a:

1. Letter from the program director of the resident's preliminary year program indicating he/she has successfully completed the preliminary year of training and must obtain written or electronic verification of previous educational experiences and a summative competency-based performance evaluation of the transferring resident.

D. Graduates of medical schools outside the United States who have completed a Fifth Pathway program provided by an LCME-accredited medical school.

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: (1) 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; (2) have studied at a medical school outside the United States and Canada but listed in the World Health Organization Directory of Medical Schools; (3) have completed all of the formal requirements of the foreign medical school except internship and/or social service; (4) have attained a score satisfactory to the sponsoring medical school on a screening examination; and (5) 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 (USMLE).

E. Physicians Entering a Fellowship - In addition to the requirements of A or B of this policy, requires a:

1. Letter from the program director of the resident's previous program indicating he/she successfully completed the residency program.
2. Verification that the completed residency program is accredited and meets the ACGME requirements for entry into that particular fellowship.
3. 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.

F. Restrictive Covenants

1. ACGME accredited residencies must not require residents to sign a non-competition guarantee.

Revisions approved by the GMEOC: 12/4/07; 10/6/09