
Policy Title and Number: Resident Recruitment**Original Date:** July 2004**GMEC Reapproved:** October 2008**Revision Date:** October 2010**Next Revision Date:** October 2012

Susan M. Cox, M.D.
Associate Dean for Medical Education
Designated Institutional Official

PURPOSE

To ensure that the programs select from among eligible applicants on the basis of their preparedness, ability, aptitude, academic credentials, communication skills, and personal qualities including motivation and integrity. Programs will not discriminate with regard to sex, race, age, religion, sexual orientation, color, national origin, disability, veteran status or another applicable legally protected status. In order to determine that all candidates making application for openings in the residency programs meet the necessary qualifications, the selection of Residents for each program is coordinated with ERAS (Electronic Resident Application System). The final decision on acceptance of an appropriate candidate is made by the Program Director.

PROCEDURE

1. Resident Eligibility
Applicants with one of the following qualifications are eligible for appointment to accredited residency programs.
 - a. Graduates of medical schools in the United States and Canada accredited by the Liaison Committee on Medical Education (LCME).
 - b. Graduates of colleges of osteopathic medicine in the United States accredited by the American Osteopathic Association (AOA).
 - c. Graduates of medical schools outside the United States and Canada who meet one of the following qualifications:
 - i. Have received a currently valid certificate from the Educational Commission for Foreign Medical Graduates (ECFMG) or
 - ii. Have an ECFMG-sponsored J-1 visa or INS issued employment authorization.
 - d. Graduates of medical schools outside the United States who have completed a Fifth Pathway program* provided by an LCME-accredited medical school.
2. Resident Selection
 - a. Programs will 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 will not discriminate with regard to sex, race, age, religion, color, national origin, disability, or veteran status.
 - b. Where available, programs should participate in an organized matching program, such as the National Resident Matching Program (NRMP).
3. Reasonable accommodations will be made to facilitate employment opportunities for those individuals who are physically or mentally disabled. Such accommodations may include job restructuring, part-time or modified work schedules, work site alterations, acquisition or modification of equipment or devices, and qualified readers or interpreters.
4. Resident's Transferring From Other Residency Training Programs
 - a. Before accepting a resident who is transferring from another program, the program director must obtain written or electronic verification of previous educational experiences and a summative competency-based performance evaluation of the transferring resident.

- b. UT Southwestern Programs Directors must provide timely verification of residency education and summative performance evaluations for residents who leave the program prior to completion.
- c. UT Southwestern Program Directors are to ensure compliance of specialty specific requirements in addition to those outlined in the Common Program Requirements.
- d. In addition, the program director of the previous program must provide, in writing, any time off the resident had during their training experience at the previous program

*-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 with 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).