

Eligibility and Selection Policy for Residents and Clinical Fellows (Inst. Regs: (IV.A.1 and IV.A.2 – IV.A.2.c.(3))

The GME Consortium strives to provide excellence in graduate medical education. Many factors contribute to the realization of this goal. GME Consortium sponsored programs select from among eligible applicants on the basis of residency program-related criteria such as their preparedness, ability, aptitude, academic credentials, communication skills, and personal qualities such as motivation and integrity. GME programs may participate in an organized matching program, such as the National Residency Matching Program (NRMP) or other programs where such are available. The selection process utilized by Washington University School of Medicine and cosponsoring institutions is as follows. Individual programs may include additional criteria. Each program must develop written program specific procedures for selection of trainees.

A. Eligibility Requirements – Residency Programs

1. All candidates must have satisfactorily completed training in an accredited medical or osteopathic school. For International Medical Graduates, all candidates must meet all eligibility requirements for verification of Educational Commission for Foreign Medical Graduates (ECFMG) certification.
2. All prerequisite post - graduate clinical education required for initial entry or transfer into ACGME - accredited residency programs must be completed in ACGME - accredited residency programs, or in Royal College of Physicians and Surgeons of Canada (RCPSC) - accredited or College of Family Physicians of Canada (CFPC) - accredited residency programs located in Canada. Residency programs must receive verification of each applicant's level of competency in the required clinical field using ACGME or CanMEDS Milestones assessments from the prior training program.
3. A physician who has completed a residency program that was not accredited by ACGME, RCPSC, or CFPC may enter an ACGME - accredited residency program in the same specialty at the PGY - 1 level and, at the discretion of the program director at the ACGME - accredited program may be advanced to the PGY - 2 level based on ACGME Milestones assessments at the ACGME - accredited program. This provision applies only to entry into residency in those specialties for which an initial clinical year is not required for entry.
4. A Review Committee may grant the exception to the eligibility requirements specified in Section III.A.2.b) for residency programs that require completion of a prerequisite residency program prior to admission.
5. Review Committees will grant no other exceptions to these eligibility requirements for residency education.

B. Eligibility Requirements – Fellowship Programs

1. All required clinical education for entry into ACGME - accredited fellowship programs must be completed in an ACGME - accredited residency program, or in an RCPSC -accredited or CFPC - accredited residency program located in Canada.
2. Fellowship programs must receive verification of each entering fellow's level of competency in the required field using ACGME or CanMEDS Milestones assessments from the core residency program.
3. Fellow Eligibility Exception A Review Committee may grant the following exception to the fellowship eligibility requirements: A fellowship program may accept an exceptionally qualified applicant**, who does not satisfy the eligibility requirements listed above but who does meet all of the following additional qualifications and conditions:
 - a. Assessment by the program director and fellowship selection committee of the applicant's suitability to enter the program, based on prior training and review of the summative evaluations of training in the core specialty; and
 - b. Review and approval of the applicant's exceptional qualifications by the GMEC.
 - c. Satisfactory completion of the United States Medical Licensing Examination (USMLE) Steps 1, 2, and, if the applicant is eligible, 3, and;
 - d. For an international graduate, verification of Educational Commission for Foreign Medical Graduates (ECFMG) certification; and
 - e. Applicants accepted by this exception must complete fellowship Milestones evaluation (for the purposes of establishment of baseline performance by the Clinical Competency Committee), conducted by the receiving fellowship program within six weeks of matriculation. This evaluation may be waived for an applicant who has completed an ACGME International - accredited residency based on the applicant's Milestones evaluation conducted at the conclusion of the residency program.
 - f. If the trainee does not meet the expected level of Milestones competency following entry into the fellowship program, the trainee must undergo a period of remediation, overseen by the Clinical Competency Committee and monitored by the GMEC or a subcommittee of the GMEC. This period of remediation must not count toward time in fellowship training.

** An exceptionally qualified applicant has (1) completed a non – ACGME-accredited residency program in the core specialty, and (2) demonstrated clinical excellence, in comparison to peers, throughout training. Additional evidence of exceptional qualifications is required, which may include one of the

following: (a) participation in additional clinical or research training in the specialty or subspecialty; (b) demonstrated scholarship in the specialty or subspecialty; (c) demonstrated leadership during or after residency training; (d) completion of an ACGME - International accredited residency program

Selection of Applicants

- 1) Applicants are selected for interviews, further screening and/or final ranking on the basis of their preparedness, ability, aptitude, academic credentials, communication skills, and personal qualities such as motivation and integrity. Programs do not discriminate with regard to sex, race, age, religion, color, national origin, disability, or veteran status.
- 2) These policies notwithstanding, it is recognized that relative emphasis on aspects of these criteria may differ between programs and within a program on a year-to-year basis depending upon size of total applicant pool, content, and configuration of the training program.
- 3) From among the applications of eligible candidates who are considered, a limited number of applicants may be selected by the individual programs based upon their specific needs, for interviews by faculty members and house officers.
- 4) The Program Director, after consultation with faculty members and house officers who have interviewed the applicants, reviews the qualifications of each applicant, ranks them in order of preference and refers the selected applicants to the National Residency Matching Program or another matching program when such agency is involved in the matching process for the particular discipline.
- 5) Programs will provide applicants that are invited for an interview the terms, conditions and benefits of appointment to the GME program. Programs will provide this information either by electronic means or in writing. (Inst. Reqs: IV.A.3 and IV.A.3.a)
- 6) Matched or other selected applicants will be provided with an agreement of appointment or contract prior to the start of training. (Inst. Reqs: IV.B)

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Revisions Approved by General Counsel and BJH Legal Services _____

GMEC Revised/Approved _____