

UTHSCSA Graduate Medical Education Policies

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| Section 4   | Program Policies & Procedures      | Effective:      | October 2000                                                    |
|             |                                    | Revised:        | May 2006,<br>May 2008,<br>March 2010,<br>June 2015<br>Sept 2021 |
| Policy 4.3. | Resident Selection and Appointment | Responsibility: | Designated Institutional Official                               |

**Resident Selection and Appointment**

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| Policy | <p>As per ACGME Institutional Requirements, applicants for residency training at UTHSCSA must meet one of the following qualifications:</p> <ul style="list-style-type: none"> <li>• Graduate of medical school in the U.S. and Canada accredited by the Liaison Committee on Medical Education (LCME) or the American Osteopathic Association (AOA).</li> <li>• Graduate of an international medical school, meeting one of the following qualifications:             <ul style="list-style-type: none"> <li>○ Have a currently valid ECFMG certificate <i>or</i></li> <li>○ Have a full and unrestricted license to practice medicine in a U.S. licensing jurisdiction.</li> </ul> </li> </ul> <p>All first year residency positions (PGY-1) should be offered through the National Residency Matching Program or another national matching program. Programs that consider applicants who are medical students at the time of consideration must do so through a national matching program (NRMP or other). When programs do not fill through the match, residents may subsequently be appointed to unfilled positions from the pool of unmatched students, or other sources, as long as they meet institutional standards.</p> <p>Please reference <b>GME Policy 2.1.2 - Policy on Resident Application Information</b> and associated required forms (2.1.2.1 Acknowledgement of GME Information Form and 2.1.2.2 Program Director Attestation of Compliance Memo.</p> <p>Applicant Match History:</p> <ul style="list-style-type: none"> <li>• If an applicant is not a current medical school senior, the NRMP requires that programs ensure that the applicant is eligible to be contacted, interviewed, and/or listed on a program’s match list. An applicant’s match history can be looked up on the NRMP <i>Applicant Match History</i> and logging on the Match Site.</li> <li>• This applies to all programs, including fellowships, that participate in the NRMP match as well as to those programs that DO NOT participate in the match.</li> </ul> |
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- Those programs that are not registered with NRMP and need to lookup an applicant's match history can contact the GME office or the NRMP at 866-617-5838.

All resident applicants must be subjected to a **Criminal Background Check** per **GME Policy 4.2.2**.

Non-citizens must have permanent resident status or an appropriate visa (**GME Policy 2.14.a & b Resident/Fellows Visas**) for residency positions in programs sponsored by the UTHSCSA.

### **Resident Selection and Appointment**

It is the policy of the UTHSCSA and its affiliated hospitals to employ resident selection processes that are free from impermissible discrimination. In compliance with all federal and state laws and regulations, the University of Texas System Policy, and Institutional Policy, no person shall be subject to discrimination in the process of resident selection on the basis of gender, race, age, religion, color, national origin, disability, sexual orientation, veteran status, or other legally protected status.

Residency programs' resident selection committees rank candidates on the basis of the group's assessment of the individual's potential contributions in that particular specialty of medicine. These judgments are based on the applicant's preparedness, ability, aptitude, academic credentials, communication skills, and personal qualities such as motivation and integrity. and personal qualities evaluated during the interview process.

**Diversity and Inclusion** - Our programs, in partnership with OGME, will engage in practices that focus on mission-driven, ongoing, systematic recruitment and retention of a diverse and inclusive workforce in accordance with **GME Policy 2.1.3 - Diversity and Inclusion**.

**Transfers** - Residents who apply for **transfer** from another GME program, or who have prior GME experience, are subject to additional requirements per **GME Policy 4.3.1 - Process for Accepting Transferring Resident**.

In addition to the guidelines above, the TMB mandates a **Physician-in-Training (PIT) Permit** for all residents entering Texas programs. Residents will not be allowed to begin training in programs until they have been issued a PIT or a Texas medical license.