



POLICY FOR: ELIGIBILITY, SELECTION, RECRUITMENT AND APPOINTMENT FOR RESIDENTS AND FELLOWS

Created: 1986

Reviewed: 2/03, 7/03, 10/04, 11/12, 11/18, 5/2019

Revised: 10/94, 8/95, 12/97, 11/01, 1/06, 1/07, 8/07, 9/08, 11/12, 11/18, 5/2019, 10/2019

1. **RESIDENCY** - An applicant must meet one of the following qualifications to be eligible for appointment to an ACGME-accredited program:
 - a. Graduation from a medical school in the United States or Canada, accredited by the Liaison Committee on Medical Education (LCME); or
 - b. Graduation from a college of osteopathic medicine in the United States, accredited by the American Osteopathic Association (AOA); or
 - c. Graduation from a medical school outside of the United States, and meet one of the following additional qualifications:
 - i. Holds a currently valid certificate from the Educational Commission for Foreign Medical Graduates (ECFMG) prior to appointment
 - ii. Holds a full and unrestricted license to practice medicine in the United States
 - iii. Has graduated from a medical school outside the United States and has completed a Fifth Pathway program provided by an LCME-accredited medical school.
 - d. Eligibility Exception – refer to ACGME Common Program Requirements (Residency)
- FELLOWSHIP** - All required clinical education for entry into ACGME-accredited fellowship programs:
 - e. **Option 1.** Must have completed an ACGME-accredited residency program, AOA-approved residency program, a program with ACGME International (ACGME-I) Advanced Specialty Accreditation, or a Royal College of Physicians and Surgeons of Canada (RCPSC)-accredited or College of Family Physicians of Canada (CFPC)-accredited residency program located in Canada; **or**
 - f. **Option 2.** Must be completed in an ACGME-accredited residency program or an AOA-approved residency program.
 - g. Eligibility Exception – refer to ACGME Common Program Requirements (Fellowship)
2. Criteria for applicants to a non-ACGME fellowships will include any criteria determined by other fellowship accrediting bodies in that discipline, or in the absence of such criteria, by the Department responsible for the fellowship. Those criteria should be written and approved by the Department and available to potential applicants.
3. **Each department will exercise its recruitment and employment practices within the guidelines of Atrium Health without regard to race, gender, color, age, religion, sexual orientation, national origin, protected veteran status, disability, pregnancy, genetic information, gender identity or any other category that is protected by federal, state, or local law which are unrelated to job requirements.**
4. For recruitment into accredited programs, recruitment should be conducted in accordance with the standards set forth by the NRMP (if applicable) and any accreditation body standards and should be aligned with any specialty-specific society recommendations, if applicable.
5. Residency programs that participate in the National Resident Matching Program (NRMP) will comply with all rules and regulations of that body. Each department, using internal reviews and ranking policies appropriate to their program, will submit an **on-line** Rank Order List by the Certification deadline to the NRMP.

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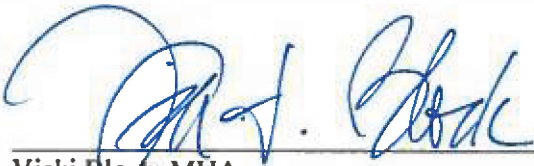
6. Fellowship programs or programs with advanced residency positions that do not participate in the NRMP will review all qualified applicants and choose their fellow house officers with criteria as determined by the appropriate department.
7. An applicant invited to interview for a resident/fellow position must be informed, in writing or by electronic means, of the terms, conditions, and benefits of appointment to the ACGME-accredited program, either in effect at the time of the interview or that will be in effect at the time of his or her eventual appointment.
8. Upon Matching through the NRMP or any other Matching program, or upon acceptance of an offer for programs that do not participate in an organized Match system, the incoming resident or fellow will receive their onboarding requirements from the Central GME Office. All requests for information must be completed and deadlines honored by the appointee prior to their start date.
9. Carolinas Medical Center will not require a resident/fellow to sign a non-competition guarantee or restrictive covenant as part of their ACGME-accredited residency or fellowship programs.



Suzette Caudle, M.D.
ACGME Designated Institutional Official
Graduate Medical Education

6/12/19

Date



Vicki Block, MHA
President, Central Division and Carolinas Medical Center

06/17/2019

Date