

	Policy: GME Eligibility and Recruitment for Selection of Residents and Fellows	
	Department Responsible: The Office of Graduate Medical Education	Date Approved: 04/04/2024
	Effective Date: 04/04/2024	Next Review Date: 04/04/2027

PURPOSE:

This policy defines the eligibility and selection requirements for applicants applying to the Accreditation Council for Graduate Medical Education (ACGME)-accredited graduate medical education (GME) programs at Cone Health. This policy applies to all applicants applying to ACGME-accredited GME programs at Cone Health.

DEFINITION:

Applicant: Any eligible medical doctor (MD) or doctor of osteopathy (DO) invited to interview with a GME program.

POLICY:

General Eligibility:

Applicants must meet one of the following qualifications to be eligible for appointment to ACGME-accredited residency and fellowship programs at Cone Health:

- Graduates of medical schools in the United States and Canada accredited by the Liaison Committee on Medical Education (LCME) with successful completion of any prerequisite accredited training specified by ACGME Review Committees (RC).
- Graduates of colleges of osteopathic medicine in the United States accredited by the American Osteopathic Association (AOA) with successful completion of any pre-requisite accredited training specified by ACGME RCs.
- Graduates of medical schools outside the United States and Canada who meet one of the following qualifications:
 - Hold a currently valid certificate from the Educational Commission for Foreign Medical Graduates (ECFMG) prior to appointment; or,
 - Hold a full and unrestricted license to practice medicine in a US licensing jurisdiction in which they are training; and
 - Successful completion of any pre-requisite accredited training specified by ACGME RCs.
- For individuals who are not US citizens or permanent residents, applicants must have or be eligible for Employment Authorization Card or obtain a J-1 visa for physicians sponsored by the ECFMG.

Fellowship Eligibility:

Applicants must meet the following qualifications to be eligible for appointment to ACGME-accredited fellowship programs at Cone Health:

- All required clinical education for entry into ACGME-accredited fellowship programs must be completed in an ACGME-accredited core residency program, or in a Royal College of Physicians and Surgeons of Canada (RCPSC)-accredited or College of Family Physicians Canada (CFPC)-accredited core residency program located in Canada.

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- 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.

Selection of Residents:

Cone Health is an equal opportunity employer. Cone Health does not discriminate against any employee or applicant because of race, color, religion, gender, sexual orientation, gender identity/expression, national origin, disability, age, genetic information, veteran's status, pregnancy, or any other basis protected by law.

It is Cone Health's policy to comply with all applicable federal, state, and local laws prohibiting discrimination and ensuring equal opportunity.

Application Process:

- Applications to programs at Cone Health, along with required supporting documentation, must be submitted through the Electronic Residency Application Service (ERAS).
- 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 the applicant's eventual appointments.
 - Information that is provided must include IV.B.3.a)(1) stipends, benefits, professional liability coverage, and disability insurance accessible to residents/fellows; (Core) IV.B.3.a)(2) institutional policy(ies) for vacation and leaves of absence, including medical, parental, and caregiver leaves of absence; and (Core) IV.B.3.a)(3) health insurance accessible to residents/fellows and their eligible dependents.
- Each program will apply its own criteria for evaluating and ranking candidates. Those criteria may include, but are not limited to:
 - Review and confirmation of eligibility requirements
 - Performance on standardized medical knowledge test
 - Verbal and written communication skills
 - Letters of recommendation from faculty
 - Medical Student Performance Evaluation (MSPE)
 - Medical school transcript
- The recruitment and appointment of residents to training programs sponsored by Cone Health is based on, and in compliance with, the ACGME's institutional, common and specific program requirements.
- The process of application, eligibility, selection, and appointment of residents to a program is the responsibility of the program director.
- All candidates who have previously worked for Cone Health must be eligible for rehire.
- All candidates who are offered and accept positions must consent to a pre-enrollment criminal background check and pass a pre-enrollment drug screening.
- Cone Health does not require that residents sign a non-competition clause as part of the Resident Agreement of Appointment.

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Requirements After Match:

Upon matching with a Cone Health GME program, applicants must meet all of the following requirements:

- Consent to a criminal background check.
- Pass a pre-employment drug screening.
- Residents must meet eligibility requirements to obtain and maintain a resident training license in the state of North Carolina. Fellows must meet eligibility requirements to obtain and maintain a full medical license in the state of North Carolina.
- The program must receive verification of successful completion of previous education and/or training.
- Foreign medical graduates must also supply proof of an Educational Commission for Foreign Medical Graduates (ECFMG) certification.
- Fellows must demonstrate a passing score on USMLE Step 3 or COMLEX Level 3 prior to the scheduled start of their fellowship. Canadian nationals may substitute documentation of successful passing scores on LMCC/MCCQE examinations in lieu of USMLE Step 3 or COMLEX Level 3.
- Non-citizens must have Permanent Resident Status, current Employment Authorization Card or obtain a J-1 visa for physicians sponsored by the ECFMG prior to employment start date.

REFERENCE DOCUMENTS/LINKS:

www.acgme.org