

SUBJECT Resident Eligibility, Recruitment and Selection	POLICY NUMBER 300.010	PAGE 1 of 3
SOURCE Academic Affairs - Admin	ORIGINATION OR LAST REVISION DATE 10/18/05	EFFECTIVE DATE 10/18/05

I. POLICY

It is the policy of SJHMC Academic Affairs to ensure that all enrolled residents are eligible for appointment to an ACGME-accredited program.

II. RESIDENT ELIGIBILITY

Applicants with one of the following qualifications are eligible for appointment to ACGME-accredited programs:

1. Graduates of medical schools in the United States and Canada accredited by the Liaison Committee on Medical Education (LCME).
2. Graduates of colleges of osteopathic medicine in the United States accredited by the American Osteopathic Association (AOA).
3. Graduates of medical schools outside the United States and Canada who meet one of the following qualifications:
 - a. Have received a currently valid certificate from the Educational Commission for Foreign Medical Graduates prior to appointment, or
 - b. Have a full and unrestricted license to practice medicine in a US licensing jurisdiction in which they are in training.
4. Graduates of medical schools outside the United States who have completed a Fifth Pathway program provided by an LCGME-accredited medical school.

III. VISA SPONSORSHIP

1. SJHMC Graduate Medical Education accepts the J-1 Visa for foreign physicians seeking an ACGME-accredited training position because it is designed for educational purposes.

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2. The institution follows the AAMC position that H-1B visas are an inappropriate method for foreign physicians to enter graduate medical education programs in the United States.
3. The institution agrees with the AAMC President Jordan J. Cohen, M.D. statement that, "the J-1 classification for foreign physicians has been ably administered since 1971 by the Educational Commission for Foreign Medical Graduates (ECFMG), which, among other services, verifies the medical school credentials of foreign physicians, ensures that the new skills sought by foreign physicians are needed in their home countries, and requires that foreign physicians seeking the J-1 visa are accepted for training by an accredited U.S. graduate medical education program affiliated with a U.S. medical school. None of these important checks and stipulations are asked or required of foreign physicians petitioning for H-1B classification."
4. Consideration of foreign physician candidates with visa status other than J-1 must be submitted in writing to GMEC with accompanying justification.

IV. RESIDENT SELECTION

1. ACGME-accredited programs will base their selection 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.
2. ACGME-accredited programs participate when possible in organized matching programs such as the NRMP.
3. Available resident positions are dependent upon the current number of positions authorized by the ACGME; space available in the post graduate year; funding and faculty resources available to support the training of residents according to the individual program requirements.
4. Any program requesting for an official adjustment of the authorized resident complement must be evaluated and approved by the Graduate Medical Education Committee prior to submission to the ACGME Residency Review Committee.

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REVIEWED AND IN COMPLIANCE WITH:	DATE
ACGME	10/18/05
CHW	10/18/05
JCAHO	10/18/05
RISK/LEGAL	10/18/05
HUMAN RESOURCES	
REVISED	
APPROVED BY	
POLICY/PROCEDURE COMMITTEE	10/18/05
GMEC COMMITTEE	10/18/05