

GRADUATE MEDICAL EDUCATION ELIGIBILITY AND SELECTION OF RESIDENTS AND FELLOWS

SUBJECT: Graduate Medical Education Recruitment	PREPARED BY: David A. Carcieri, MD, DIO	EFFECTIVE DATE: January 3, 2019	POLICY NUMBER: GME-007
PAGE: 1 of 3	APPROVED BY: Rick Majzun, President and COO		REPLACES: WIH GMEC 22-23

- I. Purpose.** The purpose of this policy is to provide objective standards by which resident and fellow applicants may be chosen for interview and ranking that are consistent with the standards of each training program at Women and Infants Hospital. Recruitment and appointment of trainees are performed by the respective Program Directors and faculty members under the oversight of the Graduate Medical Education Committee.
- II. Scope.** This Policy applies to all ACGME and non ACGME Graduate Medical Education Programs at Women and Infants hospital
- III. Policy.** It is the policy of Women & Infants Hospital that the selection of applicants to training programs should be standardized to ensure that all requirements of accreditation are met, the process is fair to all applicants and the trainees selected through the process are quality learners appropriate for addition to Women and Infants Hospital Medical Staff.
- IV. Procedure.**
1. **Eligibility:** Applicants with one of the following qualifications are eligible to apply to Women & Infants Hospital's accredited Graduate Medical Education programs:
 - A. Graduates of medical schools in the United States and Canada accredited by the Liaison Committee on Medical Education (LCME)
 - B. Graduates from institutions in the United States accredited by the American Osteopathic Association (AOA)
 - C. 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, or
 - Hold a full and unrestricted license to practice medicine in a U.S. licensing jurisdiction

- D. Graduates of medical schools outside of the United States who have completed a Fifth Pathway program provided by an LCME-accredited medical school.

Residents that do not meet the above criteria are not eligible for enrollment in the ACGME and non ACGME approved graduate medical education programs at Women & Infants Hospital.

2. Resident Selection

a. Eligible applicants are selected on the basis of program specific criteria. These criteria include their preparedness, prior experiences, ability, aptitude, academic credentials, communication skills and personal qualities such as motivation and integrity.

b. Programs will not discriminate with regard to gender, sexual orientation, race, age, religion, color, national origin, marital status, disability, veteran status, or any other applicable legally protected status.

3. Program Responsibilities

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.

Information that is provided must include: financial support; vacations; parental, sick, and other leaves of absence; and professional liability, hospitalization, health, disability and other insurance accessible to residents/fellows and their eligible dependents.

4. Visas:

International Medical Graduates (IMG) are required to obtain a J-1 Exchange visitor Visa or and H1-B1 Temporary Worker visa to train in a program at Women & Infants Hospital. The J-1 is the visa most commonly held by IMG's engaged in residency training in the United States. The ECFMG sponsors the J-1 visa. An ECFMG certificate is required to obtain a J-1 visa.

The department providing the training for the IMG will be the sponsor of the H1-B1 visa.

For J-1 visas the Program Director shall contact the DIO who will work with ECFMG to obtain the visa sponsorship. Sponsorship of an IMG for a H1-B1 visa will be handled through Human Resources. The visa process can take several months to complete so the process should be initiated six months prior to the anticipated start date.

An IMG may only be sponsored for a H1-B1 visa in increments of one year. In most cases, the IMG must have passed the Federation Licensing Examination, National Board of Medical Examiners Examination or the US Medical Licensing Examination, must have passed the ECFMG English language examination, and must hold a Rhode Island medical license. Finally, the US Department of Labor must certify a Labor Condition Application pertaining to the IMG.

REVISION AND APPROVAL HISTORY:
1-7-2011

Add attachments to the policy, etc., if any