

POLICY

Graduate Medical Education - Eligibility and Selection

This Policy is Applicable to the following Spectrum Health sites:

SH GR Hospitals, United/Kelsey

Applicability Limited to:	GME Residents/Fellows
Reference #:	21879
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Functional Area:	Human Resources
Department Area:	Graduate Medical Education

1. Purpose

To provide a fair and consistent process in determining the eligibility and selection of GME Residents/Fellows including the inclusion of Professional Liability Insurance as part of their employment agreement.

2. Responsibilities

In accordance with the requirements of the Accreditation Council for Graduate Medical Education (ACGME), Spectrum Health and its Program Directors are responsible for determining the eligibility and selection of Residents/Fellows.

3. Residency Eligibility

To be eligible for appointment to any Spectrum Health Residency or Fellowship program, applicants must meet one of the following educational qualifications:

- 3.1. Be from a U.S. or Canadian medical school that is accredited by the LCME.
- 3.2. Be a graduate from a college of osteopathic medicine in the U.S. that is accredited by the American Osteopathic Association Commission on Osteopathic College Accreditation (AOACOCA).
- 3.3. Successful completion of the U.S. Medical Licensing Exam (USMLE) Steps 1 and 2 CS and CK, or COMLEX I and II CE and PE.
- 3.4. Be a graduate from a medical school outside the U.S. or Canada and meet one of the following additional qualifications:
 - 3.4.1. Holds a currently valid certificate from the Educational Commission for Foreign Medical Graduates (ECFMG) prior to appointment;
 - 3.4.2. Holds a full and unrestricted license to practice medicine in a United States licensing jurisdiction in his or her current ACGME specialty/subspecialty program.

4. Fellowship Eligibility

Fellowship Eligibility also requires:

- Successful completion of ACGME-accredited residency program, an 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 approved residency, and
- Successful completion of the USMLE Steps 1, 2 CS and CK and 3, or COMLEX I, II CE and PE, and III.

5. Work Authorization

All applicants must possess U.S. work authorization or be eligible for J1 Status.

6. Non-eligible Residents/Fellows

Graduates of medical schools from within and outside the U.S. who do not meet the eligibility requirements will not be considered for appointment into the Spectrum Health GME Residency/Fellowship program.

7. Resident/Fellow Selection

Eligible applicants are selected on their commitment to our organizational mission and based on their ability, aptitude, academic credentials, and other competencies deemed relevant such as communication skills and core values.

Spectrum Health and all its ACGME-accredited programs participate in the National Resident Matching Program (NRMP), if available and agree to the terms and conditions of the NRMP.

8. Background Check and Health Assessment

Matched applicant positions are contingent upon the satisfactory completion of a background check and health assessment consistent with the Spectrum Health Employment Screening Policy.

9. Professional Liability Insurance Coverage

Spectrum Health will provide Residents/Fellows with professional liability coverage, including legal defense and protection against awards from claims reported or filed during participation in each of its ACGME-accredited programs, or after completion of the program(s), if the alleged acts or omissions of a Resident/Fellow are within the scope of the program(s). Upon request, the official documentation of the details of liability coverage will be provided to the individual.

10. Revisions

Spectrum Health reserves the right to alter, amend, modify or eliminate this policy at any time without prior written notice.

11. Policy Development and Approval

Document Owner:

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Approver:

The approval of Dr. Candace Smith-King represents the approval of this policy by the Graduate Medical Education Committee (GMEC)
Candace Smith-King (Vp, Academic Affairs/Dio - Gme)

12. Keywords: GME, Residents, Fellows, GRMEP, ACGME, LCME, AOA, ECFMG, USMLE, RCPSC, CFPC, J1 Visa, eligibility, NRMP, Professional Liability Insurance, COMLEX.