

**Eligibility, Recruitment, Selection, and Appointment of Residents/Fellows Policy
for Graduate Medical Education at Lexington Medical Center**

Purpose:

The purpose of this policy is to define the procedures for the eligibility, recruitment, selection, and appointment of residents and fellows in ACGME-accredited programs sponsored by Lexington Medical Center. Additionally, this policy will provide guidelines for Lexington Medical Center to monitor each of its training programs for compliance with the most up to date ACGME institutional, common, and program-specific requirements.

Scope:

This policy applies to all residents, fellows, and program personnel involved in any ACGME accredited programs under the sponsorship of Lexington Medical Center.

Policy:

1. Lexington Medical Center, as the Sponsoring Institution has written policies and procedures for resident/fellow eligibility, recruitment, selection, and appointment—and monitors each of its ACGME-accredited programs for compliance.
2. 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 or Canada, and meeting one of the following additional qualifications:
 - i. Holds a currently valid certificate from the Educational Commission for Foreign Medical Graduates prior to appointment; or, holds a full and unrestricted license to practice medicine in a United States licensing jurisdiction in his or her current ACGME specialty-/subspecialty program.
3. An applicant invited to interview for a resident/fellow position is 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.
 - a. Information that is provided includes: stipends/salaries, benefits, professional liability coverage, disability insurance accessible to residents/fellows, institutional policies for vacation and leaves of absence, including medical, parental, and caregiver leaves of absence, and health insurance accessible to residents/fellows and their eligible dependents.
4. Each residency/fellowship program develops its recruitment goals and processes in compliance with ACGME requirements and in alignment with institutional goals. The GMED reviews each program's goals and processes on an annual basis.



5. Each residency/fellowship program develops its selection criteria in compliance with ACGME requirements and in alignment with institutional goals. The selection of residents/fellows is accomplished through participation in the National Residency Match Program (NRMP/Match) unless the program is a non-accredited GME program with no NRMP participation available. The GMEC reviews each program's selection criteria on an annual basis.
6. Residents/fellows who match through NRMP are appointed to residency/fellowship at LMC (see Resident/Fellow Agreement of Appointment/Contracts Policy).