Policy: Eligibility and Selection

Original Approval: April 10, 2002
Effective date: July 1, 2002
Revision Date: January 12, 2005
April 16, 2014 (Editorial)

In this document, “resident” refers to both specialty residents and subspecialty fellows.

Purpose

To establish a formal institutional policy addressing eligibility and selection criteria for applicants to ACGME-accredited training programs.

Policy

Applicants eligible for appointment must meet the following qualifications to maintain compliance with the Institutional Requirements published by the ACGME:

1. Graduation from a medical school in the United States or Canada accredited by the Liaison Committee on Medical Education (LCME); or
2. Graduation from any college of osteopathic medicine in the U.S. accredited by the American Osteopathic Association (AOA); or
3. Graduation from medical school outside of the United States or Canada, and meeting one of the following additional qualifications:
   a. Holds a currently valid certificate from the Educational Commission for Foreign Medical Graduates (ECFMG) prior to appointment; or
   b. Holds a full and unrestricted license to practice medicine in Colorado; or
   c. Has graduated from a medical school outside the United States and has completed a Fifth Pathway Program provided by an LCME-accredited medical school.
4. Individuals applying for Fellowship programs must document completion of an appropriate residency program, including an ACGME-accredited residency, or meet requirements as outlined in ACGME program requirements.
5. Programs may establish additional selection criteria. For example, determine specific passing scores for the USMLE. Specific criteria must be published for applicants to review as part of the required program-level policy on Eligibility and Selection.
6. Residents in our program must be a U.S. citizen, lawful permanent resident, refugee, asylee, or otherwise possess or be able to obtain prior to the start date the appropriate documentation to allow Resident to legally train at the University of Colorado Denver School of Medicine.
7. Applicants must be eligible for either a training certificate or a permanent medical license as granted by the Colorado Medical Board.
8. Applicants 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.
Selection from among eligible applicants is based on residency program-related criteria such as:

1. Ability, aptitude, academic credentials, communication skills, and personal qualities such as motivation and integrity, and the ability to function within parameters expected of a practitioner in the specialty.
   a. Programs may select to include the GME Programs Technical Standards and Essential Functions for Appointment and Promotion template. 
   http://www.ucdenver.edu/academics/colleges/medicalschool/education/graduatemedicaleduca
tion/GMEDocuments/Documents/GMETechStandards.pdf

2. To determine the appropriate level of education for individuals wishing to transfer from another training program, the Program Director must receive written verification of previous educational experiences and a statement regarding the performance evaluation of the transferring resident prior to acceptance into the program.

3. Programs will review and select applicants in a manner consistent with provisions of equal opportunity employment and must not discriminate with regard to sex, race, age, religion, color, national origin, disability or any other applicable legally protected status.

Programs are encouraged to participate in an organized matching program, where available, such as the National Resident Matching Program (NRMP).