

Resident Recruitment Selection and Qualifications

Scope

All Yakima Valley Farm Workers Clinic (YVFWC) employed graduate medical education residents.

Purpose

Maintain written policies on the recruitment of residents as per the Institutional Requirements set forth by the Accreditation Council for Graduate Medical Education (ACGME).

Key Concepts and Terms

The **Accreditation Council for Graduate Medical Education (ACGME)** is the body responsible for accrediting the majority of graduate medical training programs (i.e., internships, residencies, and fellowships, aka subspecialty residencies) for physicians in the United States. It is a non-profit private council that evaluates and accredits medical residency and internship programs.

Graduate Medical Education (GME) refers to any type of formal medical education, pursued after receipt of the M.D. or D.O. degree in the United States. This education includes internship, residency, subspecialty and fellowship programs, and leads to state licensure and board certification.

A **Resident** is a physician who is engaged in a graduate medical education training program, and who participates in patient care under the direction of attending physicians and faculty. PGY-1 is a first-year resident (post-graduate year 1), PGY-2 is a second-year resident (post-graduate year 2), etc.

Policy

A| General Recruitment/Selection

- 1| YVFWC shall not discriminate in its recruitment, advertising, employment, selection for training and career advancement, demotion, reassignment or transfer, disciplinary actions, layoff or termination, rates of pay or other forms of compensation and other personnel practices and procedures against any applicant for employment, or against any employee because of race, creed, color, national origin, sex, age, marital status, sexual orientation, or physical, mental, or sensory disability in accordance with state and federal regulations. It is not YVFWC's intent to lower employment standards, or hire individuals incapable of performing the essential functions of a job.
- 2| Hiring should be in accordance with the availability of budgeted and ACGME-approved positions, and is done only for authorized, posted vacancies.
- 3| The Yakima Valley Farm Workers Clinic shall select from among eligible applicants on the basis of their preparedness, ability, aptitude, academic credentials, communication skills, and personal qualities, such as motivation and integrity. The Yakima Valley Farm Workers Clinic will not discriminate with regard to gender, sexual orientation, race, age, religion, color, national origin, disability, veteran status, or any other applicable legally protected status.

B| General Eligibility

Applicants must meet one of the following qualifications to be eligible for appointment to ACGME-accredited residency:

- 1| Graduates of medical schools in the United States and Canada accredited by the Liaison Committee on Medical Education and successful completion of any pre-requisite accredited training specified by ACGME Residency Review Committees.

- 2| Graduates of colleges of osteopathic medicine in the United States accredited by the American Osteopathic Association and successful completion of any pre-requisite accredited training specified by ACGME Residency Review Committees.
- 3| Graduates of medical schools outside the United States and Canada who meet one of the following qualifications:
 - a| Hold a currently valid certificate from the Educational Commission for Foreign Medical Graduates prior to appointment; or,
 - b| Hold a full and unrestricted license to practice medicine in a US licensing jurisdiction in which they are training; and
 - c| Graduates of medical schools outside the United States who have completed a Fifth Pathway program provided by an Liaison Committee on Medical Education -accredited medical school and successful completion of any pre-requisite accredited training.
- 4| All applicants must have their application uploaded into ERAS:
 - a| An M.D. or D.O. degree which has been awarded within the past three years.
 - b| At least two letters of reference.
 - c| A satisfactory Dean's Letter/Medical Student Performance Evaluation (MSPE).
 - d| Medical School transcript.
 - e| Curriculum Vitae
 - f| A personal statement which indicates interest in Family Medicine.
 - g| Passing board scores on the USMLE Step 1, Step 2 CK, and Step 2 CS/COMLEX-USA Level 1, Level 2 CE, and Level 2 PE.
 - i| USMLE Step 1 and Step 2 CK / COMLEX-USA Level 1 and Level 2 CE:
 - Passing board score must be by the second attempt of the examination.
 - ii| USMLE Step 2 CS / COMLEX-USA Level 2 PE:
 - Passing board score must be on first attempt.
 - h| The following must be directly addressed in the application:
 - i| Deficiencies in the Medical School transcript.
 - ii| Deficiencies in the MSPE.
 - iii| Deficiencies in the board scores.
 - iv| Medical school extensions or interruptions.
 - v| Gaps in between medical school graduation and the time of application.
 - i| All international graduates must meet the above criteria and may be considered if the applicant:
 - i| Is a U.S. citizen or permanent resident (YVFWC does not sponsor visas for residents).
 - ii| Has at least six months of U.S. clinical experience.

C| Eligibility requirements for Designated Osteopathic Residents (DORs)

- 1| Any resident in the program that is a graduate of an accredited college of osteopathic medicine will, by default, be considered a DOR.
- 2| MD applicants, or any other applicants who are physicians but not DOs, may still be considered for entry into a designated osteopathic position if they complete structured basic Osteopathic Principles and Practice (OPP) training and meet one of the following requirements:
 - a| Prior completion of an elective Osteopathic Principles and Practice (OPP) rotation
 - b| Prior completion of OPP course at an osteopathic medical school
 - c| Other experiences and training to enable the resident to demonstrate entry-level competency for participation in the program
- 3| All residents, including non-designated osteopathic residents, are expected to attend and participate in any residency-sponsored OPP training, workshops, and didactics. However, only DORs will be expected to

teach/mentor OPP, participate in osteopathic research, be held to Osteopathic Recognition Milestones, and all other Osteopathic Recognition requirements for a program.

4| Only DORs may provide Osteopathic Manipulative Medicine (OMM) to patients.

D| Electronic or written information provided to applicants

An applicant invited to interview for a resident 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.

Related Documents/References

ACGME Institutional Requirements, found at <https://www.acgme.org>