Policy: RECRUITMENT AND SELECTION OF RESIDENTS

Effective: 04/13/89

Revised: 9/24/03, 11/15/2000, 10/11/1999, 10/23/1996,

Guidelines:

- The recruitment and selection of residents must be done in accordance with both The Ohio State University and University Hospital policies of equal opportunity and non-discrimination with regard to sex, race, age, religion, color, national origin, disability, or veteran status. In addition programs must adhere to the eligibility criteria outlined in the Institutional and Common Program Requirements published by the Accreditation Council for Graduate Medical Education (ACGME) and the Program Requirements of the applicable Resident Review Committee (RRC).

- Residents are independently selected by the respective Training Program Directors of the various Graduate Medical Education programs. Where applicable, residents are selected in a manner consistent with the National Resident Matching Program (NRMP) or other Match program according to established procedures adopted by the match program and the Graduate Medical Education Committee (GMEC) of The Ohio State University Medical Center. The GMEC requires all training programs to participate in an organized matching program when available.

- Prospective candidates must fulfill the requirements for appointment to the faculty of The Ohio State University as Clinical Instructor Housestaff and to the medical staff of University Hospitals as a member of the Limited Medical Staff. This includes the ability to obtain a Training Certificate or permanent medical license through the State Medical Board of Ohio.

- All candidates for residency training are subject to approval by the Medical Staff Administrative Committee of The Ohio State University Hospitals, The Ohio State University Hospitals Board of Trustees and The Ohio State University Board of Trustees.
Procedure

I. Application
Programs eligible to participate in the (Electronic Residency Application Service) ERAS system are required to do so. For programs with paper-based applications, training programs are required to send application materials to all interested individuals who have requested an application.

Based on the application materials submitted, a decision is made on whether to interview the applicant for admission to the program. All applicants being interviewed for NRMP Residency and Specialty Match programs must be informed, in writing, of the following:
- Sample Limited Staff Agreement
- Limited Staff Benefits Information
- Policy regarding eligibility requirements for appointment into residency and fellowship programs

Programs not using the NRMP match are encouraged to provide this same information to applicants interviewing for positions in the program.

II. Eligibility

Please see the Eligibility Requirements for Appointment into Residency and Fellowship Programs Policy effective September 24,

The enrollment of non-eligible residents is a serious violation of ACGME guidelines and will result in withdrawal of support for the training program by the sponsoring institution with recommendation by the GMEC for Voluntary Withdrawal of accreditation for the involved programs.

III. Resident Selection

- The Sponsoring Institution must ensure that its ACGME-accredited programs 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. ACGME-accredited programs must not discriminate with regard to sex, race, age, religion, color, national origin, disability, or veteran status.

- In selecting from among qualified applicants, it is required that all programs participate in an organized matching program, such as the National Resident Matching Program (NRMP), where such is available.
Policy Monitoring

- The Graduate Medical Education Committee will monitor individual training program compliance with this selection policy in the periodic Internal Review of residency programs.

- In addition, eligibility of candidates is monitored through the Medical Staff Credentialing process conducted by the Medical Staff Affairs office under the direction of the Medical Director of University Hospitals.