

Policy: Resident/Fellow Eligibility and Selection for Allopathic/Osteopathic Positions	Effective Date: 11/4/2021	Revision Date(s): 11/3/15, 11/5/15, 9/21/16, 2/19, 7/19, 11/2021
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PURPOSE

To ensure that the residency and fellowship programs select from among eligible applicants on the basis of the preparedness, ability, aptitude, academic credentials, communication skills, professionalism, and personal qualities such as motivation and integrity, and to select a resident group that includes individuals with potential interest of future practice of their specialty and preferably in Arizona.

POLICY

Applications:

Each Program Director or designee shall review all eligible applications. Only candidates deemed eligible for residency/fellowship as defined by the ACGME will be considered (see below).

Interviews:

The Program Director, faculty, and residents/fellows shall conduct applicant interviews. Not all applicants will be offered interviews.

Resident eligibility:

Applicants with one of the following qualifications are eligible for appointment to Abrazo Health Network’s Residency Programs as outlined by the ACGME:

1. Graduates of medical schools in the United States or Canada accredited by the Liaison Committee on Medical Education (LCME).
2. Graduates of colleges of osteopathic medicine in the United States accredited by the American Osteopathic Association (AOA).
3. Graduates of medical schools outside of the United States and Canada who meet one of the following qualifications:
 - a. Holding a currently valid certificate from the Educational Commission for Foreign Medical Graduates (ECFMG) prior to appointment, or:
 - b. Are able to receive a limited license for residency training in Arizona.
4. Graduates of medical schools in the United States who have completed pre-internship (formerly the Fifth Pathway Program) provided by an LCME-accredited medical school.
 - a. Note: A Fifth Pathway Program is an academic year of supervised education provided by an LCME-accredited medical school to students who meet the following conditions: (1) have completed an accredited college or university in the United

States undergraduate premedical education of the quality acceptable for matriculation in an accredited United States medical school; (2) have studied at a

medical school outside the United States and Canada but listed in the World Health Organization Directory of Medical Schools; (3) have completed all of the formal requirements of the foreign medical school except internship and/or social service;

(4) have attained a score satisfactory to the sponsoring medical school screening examination, and (5) have passed the Foreign Medical Graduate Examination in the Medical Sciences (FMGEMS), Parts I and II of the examination of the National Board of Medical Examiners (NBME), or Steps 1 and 2 of the United States Medical Licensing Examination (USMLE).

5. In order to be eligible for appointment into an Abrazo Fellowship Program, required clinical education must be completed in an ACGME accredited residency program or an AOA-approved residency program.
 - a. Fellowship programs must receive verification of each entering fellow's level of competence in the required field, upon matriculation, using ACGME Milestones evaluations from the core residency program.
- 6. Abrazo Community Health Network only accepts applications from U.S. citizens or permanent residents.**

Resident/Fellow selection:

1. Abrazo Health Network, through the Graduate Medical Education Committee (GMEC), requires that 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.
 - a. The GMEC ensures that the programs do not discriminate with regard to sex, race, age, religion, color, sexual orientation, national origin, disability, or veteran status.
2. The selection of qualified applicants is made by each program through the National Resident Matching Program (NRMP).
 - a. The residency/fellowship Program Director, with input from faculty and residents, determines the final NRMP rank of a candidate being listed.
3. If selected by the program, it is the policy of Abrazo Health that all employees, including resident/fellow physicians, must undergo a background check and pre-employment drug testing prior to their start date. All information pertaining to the onboarding process will be provided by Abrazo's Human Resources department and GME department.