

University of Colorado School of Medicine

Graduate Medical Education

| Policy: Eligibility and Selection | | |
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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 GMEC approved training programs (both ACGME and non-accredited).

Policy

Applicants for ACGME-accredited programs must maintain compliance with the ACGME Institutional, Common, and Specialty-Specific Program Requirements. Applicants for Non-Standard Training (“NST”) Programs must meet ACGME requirements for NST programs. Applicants must meet the requirements listed below to be eligible for GMEC approved training programs.

| Requirement | Required for ACGME | Required for Non-ACGME |
|--|---------------------------|-------------------------------|
| Graduation from a medical school in the United States accredited by the Liaison Committee on Medical Education (LCME); or ¹ | X | X |
| Graduation from any college of osteopathic medicine in the U.S. accredited by the American Osteopathic Association (AOA); or ² | | |
| Graduation from medical school outside of the United States, and meeting one of the following additional qualifications: ³ <ul style="list-style-type: none"> • Holds a currently valid certificate from the Educational Commission for Foreign Medical Graduates (ECFMG) prior to appointment; or⁴ • Holds a full and unrestricted license to practice medicine in Colorado; or⁵ | | |

¹ ACGME Common Program Requirements, III.A.1.a

² ACGME Common Program Requirements, III.A.1.a

³ ACGME Common Program Requirements, III.A.1.b

⁴ ACGME Common Program Requirements, III.A.1.b (1)

⁵ ACGME Common Program Requirements, III.A.1.b (2)

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| Applicants must be eligible for either a physician training license or a full medical license as granted by the Colorado Medical Board. | X | X |
| Any prerequisite post-graduate clinical education required for initial entry or transfer into an ACGME-accredited Residency or Fellowship program, must be completed in ACGME-accredited programs, Royal College of Physicians and Surgeons of Canada (RCPSC)-accredited or College of Family Physicians of Canada (CFPC)-accredited programs located in Canada. ⁶ <ul style="list-style-type: none"> Residency and Fellowship programs must receive verification of each resident's level of competency in the required clinical field using ACGME, CanMEDS, or ACGME-I milestones from the prior training program.⁷ | X | |
| In accordance with the CU GME USMLE, COMLEX, and LMCC Examination Policy, applicants must have successfully completed the USMLE Step 1 and USMLE Step 2 (CK and CS) examinations, or the COMLEX Level 1 and COMLEX Level 2 examinations, as evidenced by obtaining a passing grade for the examinations prior to starting a residency. Fellowship applicants must have successfully completed the USMLE Step 3 examination, or the COMLEX Level 3 examination, or the Canadian LMCC examination, as evidenced by obtaining a passing grade for that examination prior to starting a fellowship. | X | X |
| Applicants 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 them to legally train at the University of Colorado School of Medicine. | X | X |
| 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 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. ⁸ <ul style="list-style-type: none"> For required interview packet items, refer to MedHub Home > GME Resources and Documents > Recruitment, Eligibility, and Promotion Resources > Interview Packets Required Items | X | X |
| ACGME Residency and Fellowship Programs must participate in the National Resident Matching Program (NRMP) or other organized match when required by the sub/specialty. If optional, | X | Not required but recommended |

⁶ ACGME Common Program Requirements, III.A.2

⁷ ACGME Common Program Requirements, III.A.2.a

⁸ ACGME Institutional Requirements IV.B.3. – IV.B.3.a.3

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| ACGME Residency and Fellowships are encouraged to participate in NRMP or other organized match programs whenever possible. | | |
| <p>Programs both ACGME and Non-ACGME using NRMP must obtain written acknowledgement of NRMP-required application materials from applicants who are selected to interview.⁹</p> <p>Programs may select to include the <i>NRMP Acknowledgment of Receipt of Application Materials</i> template, available at:</p> <ul style="list-style-type: none"> • MedHub Home > GME Resources and Documents > Recruitment, Eligibility, and Promotion Resources > Interview Packets Required Items | X | X |
| <p>Selection from among eligible applicants is based on program-specific criteria such as 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.</p> <p>Programs may select to include the <i>Technical Standards and Essential Functions for Appointment and Promotion</i> template, available at:</p> <ul style="list-style-type: none"> • MedHub Home > GME Resources and Documents > Recruitment, Eligibility, and Promotion Resources | X | X |
| To determine the appropriate level of education for applicants transferring from another training program, the program must obtain verification of previous educational experiences and a summative competency-based performance evaluation prior to acceptance of a transferring resident, and Milestones evaluations upon matriculation. ¹⁰ | X | X |
| 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. | X | X |
| Programs may establish additional selection criteria. For example, determining 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. | X | X |

⁹ <https://www.nrmp.org/help/item/are-programs-required-to-obtain-a-signed-electronic-or-written-acknowledgement-of-institution-and-program-policies-and-eligibility-requirements-from-all-applicants-or-only-those-who-interview-with-t/>

¹⁰ ACGME Common Program Requirements, III.C.