



Policy: <b>Eligibility and Selection Policy</b>		
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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-ACGME accredited) except non-ACGME accredited programs that appoint trainees with the CUSOM primary appointment type of Instructor/Fellow.

### Policy

Applicants for ACGME-accredited programs must maintain compliance with the ACGME Institutional, Common (Residency, Fellowship, One-Year Fellowship, or Post-Doctoral), and Specialty-Specific Program Requirements.

Applicants for non-ACGME programs must meet program eligibility and selection criteria as listed in the GMEC application.

Applicants for non-ACGME programs with Non-Standard Training (NST) recognition must meet program eligibility and selection criteria including 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	X	X



Requirement	Required for ACGME	Required for Non-ACGME
<p>Graduation from any college of osteopathic medicine in the U.S. accredited by the American Osteopathic Association (AOA); or<sup>1</sup></p> <p>Graduation from medical school outside of the United States, and meeting one of the following additional qualifications:</p> <ul style="list-style-type: none"> <li>• Holds a currently valid certificate from the Educational Commission for Foreign Medical Graduates (ECFMG) prior to appointment; or</li> <li>• Holds a full and unrestricted license to practice medicine in Colorado; or<sup>2</sup></li> </ul> <p>Graduation from an accredited doctoral program in a clinically related discipline (only for ACGME Post-Doctoral programs with this as an eligibility option)<sup>3</sup></p>		
<p>Applicants must be eligible for either a physician training license or a full medical license as granted by the Colorado Medical Board.</p> <p>This criterion does not apply to applicants to an ACGME Post-Doctoral program who do not have a Medical Degree (PhD only applicants).</p>	X	X
<p>Any prerequisite post-graduate clinical education required for initial entry or transfer into an ACGME-accredited Residency 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 or in residency programs with ACGME International (ACGME-I) Advanced Specialty Accreditation.<sup>4</sup></p> <p>Residency 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 upon matriculation.<sup>5</sup></p> <p>A Review Committee may permit an eligibility exception if the specialty requires completion of a prerequisite residency program prior to admission.<sup>6</sup> The CU Graduate Medical Education Committee (GMEC) must review and approve any</p>	X	

<sup>1</sup> 2025 ACGME Common Program Requirements (Residency), 3.2.a

<sup>2</sup> 2025 ACGME Common Program Requirements (Residency) 3.2.b.

<sup>3</sup> 2025 ACGME Common Program Requirements (Post-Doctoral education Program) 3.2.a

<sup>4</sup> 2025 ACGME Common Program Requirements (Residency) 3.3.

<sup>5</sup> 2025 ACGME Common Program Requirements (Residency), 3.3.a.

<sup>6</sup> 2025 ACGME Common Program Requirements (Residency) 3.3.b.



Requirement	Required for ACGME	Required for Non-ACGME
exceptionally qualified candidates for resident/fellow appointments who do not satisfy the Sponsoring Institution's resident/fellow eligibility policy and/or resident/ fellow eligibility requirements in the Common Program Requirements. <sup>7</sup>		
<p>All required clinical education for entry into ACGME-accredited fellowship programs must be completed following the program-specific requirements for that program.<sup>8</sup></p> <ul style="list-style-type: none"><li>• All ACGME fellowship programs accept applicants that have completed an ACGME-accredited residency program or an AOA-approved residency program.</li><li>• At the discretion of the ACGME Review Committee, only some ACGME fellowship programs accept applicants that have completed a program with ACGME International (ACGME-I) Advanced Specialty Accreditation, or a Royal College of Physicians and Surgeons of Canada (RCPSC)-accredited or College of Family Physicians of Canada (CFPC)-accredited residency program located in Canada.</li></ul> <p>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 upon matriculation.<sup>9</sup></p> <p>A Review Committee may permit an eligibility exception if the specialty requires completion of a prerequisite residency program prior to admission.<sup>10</sup> The CU Graduate Medical Education Committee (GMEC) must review and approve any exceptionally qualified candidates for resident/fellow appointments who do not satisfy the Sponsoring Institution's resident/fellow eligibility policy and/or resident/ fellow eligibility requirements in the Common Program Requirements.<sup>11</sup></p>	X	

<sup>7</sup> 2025 ACGME Institutional Requirements 1.13.o.

<sup>8</sup> 2025 ACGME Common Program Requirements (Fellowship) 3.2.

<sup>9</sup> 2025 ACGME Common Program Requirements (Fellowship), 3.2.a.

<sup>10</sup> 2025 ACGME Common Program Requirements (Fellowship) 3.2.b.

<sup>11</sup> 2025 ACGME Institutional Requirements 1.13.o.



Requirement	Required for ACGME	Required for Non-ACGME
<p>In accordance with the CU GME USMLE &amp; COMLEX, 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.</p> <p>Fellowship applicants must have successfully completed the USMLE Step 3 examination or the COMLEX Level 3 examination as evidenced by obtaining a passing grade for that examination prior to starting a fellowship.</p> <p>This criterion does not apply to applicants to an ACGME Post-Doctoral program who do not have a Medical Degree (PhD only applicants).</p>	X	X
<p>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.</p>	X	X
<p>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.<sup>12</sup></p> <ul style="list-style-type: none"><li>For required interview packet items, refer to <a href="#">GME Program Coordinators SharePoint</a> &gt; Recruitment, Eligibility, and Promotion Resources &gt; Interview Packets Required Items</li></ul>	X	X
<p>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, Residency and Fellowships are encouraged to participate in NRMP or other organized match programs whenever possible.</p>	X	Not required but recommended

<sup>12</sup> 2025 ACGME Institutional Requirements 4.2.b – 4.2.b.3



Requirement	Required for ACGME	Required for Non-ACGME
<p>Programs using NRMP must obtain written acknowledgement of NRMP-required application materials from applicants who are selected to interview.<sup>13</sup></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"><li>• <a href="#">GME Program Coordinators SharePoint</a> &gt; Recruitment, Eligibility, and Promotion Resources &gt; Interview Packets Required Items</li></ul>	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"><li>• <a href="#">GME Program Coordinators SharePoint</a> &gt; Recruitment, Eligibility, and Promotion Resources</li></ul>	X	X
<p>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.<sup>14</sup></p>	X	X
<p>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.</p>	X	X
<p>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 Eligibility and Selection Policy.</p>	X	X

<sup>13</sup> <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/>

<sup>14</sup> 2025 ACGME Common Program Requirements (Residency).3.5 and 2025 ACGME Common Program Requirements (Fellowship) 3.4.